


POLICY			
Title: OH&S Policy			
Document ID: POL022	Version No: 03	Page: 1 of 3	Effective Date: 08 Oct 2020 Review Date: 08 Oct 2021

1.0 OCCUPATIONAL HEALTH AND SAFETY POLICY

1.1 Cannasouth Limited (CSL) and its subsidiaries Cannasouth Bioscience Limited (CBL), Cannasouth Cultivation Limited (CCL) and Midwest Pharmaceuticals (NZ) Limited (Midwest), henceforth referred to as "Cannasouth", are firmly committed to the provision of a safe and healthy working environment for employees, visitors, and all people using our premise as a workplace in accordance with all legislated requirements. This includes duties under the Health and Safety at Work Act 2015, Hazardous Substances and New Organisms Act 1996, subsequent regulations, approved codes of practice, standards, and best practice guidelines.


1.2 Management Commitment

CEO/Director Mark Lucas (CSL/CBL), Managing Director Aaron Craig (CCL) and Director Mark Balchin (Midwest) approves the Occupational Health and Safety Policy, demonstrating the commitment of management to the Health and Safety of people working or involved with our organisation.

1.3 To ensure a safe and healthy work environment, Cannasouth will develop and maintain a Health and Safety Management System. Specifically, Management will:

- 1.3.1 Recognise that Health and Safety are management responsibilities that rank equally with responsibilities for production, services rendered, costs and similar matters.
- 1.3.2 Ensure that Cannasouth workers and contractors work in a healthy, safe manner and are not harmed (or do not cause harm to others) while working on Cannasouth's premises and work sites.
- 1.3.3 Encourage worker consultation and participation in Health and Safety matters, including external guidance from worker nominated representatives.
- 1.3.4 Promote measures to prevent injury and illness by insisting on safe methods, safe equipment, proper materials and Cannasouth safe practices at all times.
- 1.3.5 Ensure accurate, timely reporting of incidents (injury and non-injury), investigation and required corrective actions are implemented.
- 1.3.6 Actively encourage people to report any pain or discomfort early on.
- 1.3.7 Share a commitment to ensure safe and early return to work of injured workers.
- 1.3.8 Promote a system of continual improvement including annual reviews of procedures and policy.

Approved by: (Initial)	Mark Lucas 	Aaron Craig 	Mark Balchin 
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1.3.9 Identify all existing and new hazards and take all practicable steps to eliminate, isolate, and to minimise the exposure to significant hazards.

1.3.10 Ensure all employees are aware of the hazards in their work area and are adequately trained to enable them to perform their duties in a safe manner.

1.3.11 Support an alcohol and drug free work environment.

1.3.12 Committed to following good practice in the management of workplace associated stress and fatigue.

1.4 Every Manager or Supervisor has a responsibility for the Health and Safety of Employees working under their direction.

1.5 Safety Expectations

Cannasouth has very clear H&S expectations for all employees, and clear processes to follow when these expectations are breached.

The H&S expectations are that employees:

1.5.1 Observe all safe work procedures, rules, and instructions,

1.5.2 Ensure that their actions or inactions do not cause harm to themselves or others,

1.5.3 Wear all PPE provided when required,

1.5.4 Report hazards,

1.5.5 Report any pain or discomfort early on,

1.5.6 Report all accidents, incidents and near misses.

1.6 Cannasouth Objectives

The two objectives that the Cannasouth Group strives to achieve are:


1.6.1 Cannasouth seeks to provide a healthy and safe workplace with a KPI goal of zero serious harm accidents & incidents per month across all sites of Cannasouth and its subsidiaries.

1.6.2 Cannasouth strives to create an environment where employees report ALL near miss accidents & incidents, however minor, with the objective to identify potential harm and promote continuous improvement.

2.0 POLICY APPROVAL

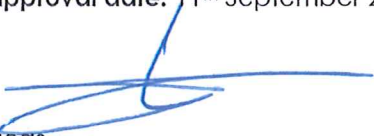
2.1 This policy governs the Cannasouth Group and all subsidiaries and is therefore approved by a representative of each subsidiary.

Approved by: (Initial)	Mark Lucas 	Aaron Craig 	Mark Balchin 
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2.2 The board approval date will be representative of the date the CSL board approves this policy.

Board approval date: 11th September 2020


Mark Lucas
CEO, Director
CSL/CBL

Date: 25/09/2020


Aaron Craig
Managing Director
CCL

Date: 29/09/2020


Mark Balchin
CEO, Director
Midwest

Date: 05/10/2020

3.0 VERSION HISTORY

VERSION NUMBER	EFFECTIVE DATE	DESCRIPTION OF CHANGES	DUE DATE
01	Nov 2018	- New document (Author: OHS Consultants)	Nov 2020
02	27 Mar 2020	- Included in QMS004 (Author: K. Mayall).	27 March 2022
03	08 Oct 2020	- Policy separated from QMS004 to become a separate policy document – POL022. - Board approved objectives added. - Section 2 Policy Approval added (Author: K. Mayall).	08 Oct 2021

Approved by: (Initial)	Mark Lucas 	Aaron Craig 	Mark Balchin 
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