

Just Life Group Limited

Health and Safety Charter

Board Charter – Health & Safety

1. Vision

- 1.1. Health and Safety is everyone's responsibility at Just Life Group Limited ("the Company").

2. Purpose

- 2.1. The Board has a core governance role requiring strong leadership and proactive oversight on all matters relating to health and safety.
- 2.2. The Board is committed to ensuring that the Company complies with its health and safety duties arising out of the conduct of its business operations.
- 2.3. In particular, the Board is committed to supporting management in implementing and maintaining a health and safety management system that meets a best practice standard and ensures, to the greatest extent possible, the health and safety of its employees and all other workers engaged who may be put at risk by the Company's business.
- 2.4. This charter sets out the responsibilities of the Board in relation to health and safety.

3. Responsibilities

- 3.1. Each member of the Board will exercise due diligence to ensure that the Company complies with its health and safety duties under the relevant health and safety legislation. Each Board member will take all reasonably practicable steps to direct and supervise the management of health and safety by:
 - 3.1.1. Ensuring the Company has an effective Health and Safety culture and vision, and that this is reflected in all company policies;
 - 3.1.2. Ensuring compliance with the Company's health and safety management system;
 - 3.1.3. Acquiring and maintain up-to-date knowledge about work health and safety matters;
 - 3.1.4. Maintaining awareness of the Company's operations and associated hazards and risks and being actively engaged in the Health and safety governance of the Company;
 - 3.1.5. Ensuring that plant and equipment provided by management is fit for purpose, well-maintained and supported by training and safe operating procedures;
 - 3.1.6. Ensuring that management has recruited sufficient personnel with the right skill mix, supported by specialists as required, to operate the business safely;
 - 3.1.7. Providing sufficient funds for effective implementation and maintenance of the health and safety management system and for improvement programmes;

- 3.1.8. Ensuring the Company has appropriate processes for reporting, receiving and considering information regarding incidents, hazards and risks, and for responding in a timely way to that information;
- 3.1.9. Specifying clear requirements regarding reporting and timeframes for significant events;
- 3.1.10. Providing management with clear expectations regarding Health and Safety responsibilities and accountabilities and monitoring the Company's and managements performance according to key indicators;
- 3.1.11. Ensuring provision of appropriate forums for all workers to have the opportunity to participate in decision-making, implementation and monitoring of factors which relate to their health and safety in the workplace;
- 3.1.12. Reviewing any serious incidents (including serious non-compliance and near misses) and considering the adequacy of management actions in response;
- 3.1.13. Ensuring the Company has processes for complying with its health and safety duties under relevant legislation and regulations;
- 3.1.14. Ensuring that management develops, implements, audits and regularly reviews and updates the Company's health and safety management system consistent with accepted standards;
- 3.1.15. Reviewing the Company's health and safety system and all policies annually, or at any time considered necessary, such as after a serious incident;
- 3.1.16. Attending to any other health and safety matters that the Board considers prudent from time to time.

4. Review of Charter

- 4.1. The Board will review the objectives and responsibilities set out in this Charter annually to ensure it adequately sets out the Board's governance role in health and safety and the Company's commitment to a safe workplace.



Ian Malcolm (Chair – Audit Committee)