

SAFETY, HEALTH, ENVIRONMENT AND QUALITY POLICY

QD2 Rev2

The objective of this policy statement is to highlight key Cirebelle priorities regarding Safety, Health, Environment and Quality and to guide alignment on these topics between Cirebelle management, employees, customers, suppliers and contractors, and to ensure that there is commitment to meeting legal, administrative and regulatory requirements in relation to the industries that Cirebelle serves, as governed by the Cirebelle Integrated Management System and specifically ISO 9001:2015 Quality Management and EFCI GMP:2017 Systems (Good Manufacturing Practices for Cosmetic Ingredients).

Policy Principles

- Ensure regular communication takes place across the business through general company communication, work specific awareness sessions, employee training and company performance updates to highlight the priorities related to this Policy and drive its effective implementation.
- Maintain up to date Cirebelle Internal Management Systems, Processes, Policies, Work Instructions, Procedures, Documentation in line with ISO 9001:2015 and EFCI GMP:2017.
- Continuously identify and effectively meet all Customer and Stakeholder needs and expectations regarding products and services and applicable statutory and regulatory requirements.
- Develop, track, evaluate and review SHEQ performance objectives for all Cirebelle employees, to strengthen adherence to this SHEQ Policy.
- Effectively identify, manage and mitigate all cases relating to customer complaints, internal and external non-conformances, significant change, hazardous work conditions, accidents, injuries, occupational illness, employee and contractor safety and other business risks.
- Provide appropriate work wear and personal protective clothing and equipment that meets legislative requirements to all employees and visitors to address any personal safety and product quality risks that may arise.
- Perform annual risk-based medical assessment for employees in the manufacturing, warehouse and laboratory environments, to monitor and manage occupational health risks that may present in the work done at Cirebelle.
- Continuously reduce the impact that Cirebelle manufacturing and procurement activities have on the environment by developing and implementing a Waste Management Program.
- Conduct annual internal audits and management reviews to ensure that the Cirebelle Integrated Management System remains relevant, appropriate and suitable to the business needs.



Luke McLachlan
Chief Executive Officer

23-6-2020

Date