

Occupational health and safety (OHS) is a fundamental concern for Karlka Recruiting Group (the Company), and we are committed to providing a safe and healthy work environment for our employees, contractors, and visitors. Our OHS policy is based on the AS/NZS ISO 45001:2018 standard, and it outlines our commitment to continuous improvement in OHS management.

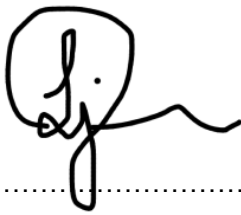
Our OHS policy commitments are to:

1. Ensure that our operations comply with all relevant OHS legislation, regulations, and standards.
2. Identify and assess all OHS hazards and risks associated with our operations and implement appropriate controls to minimize or eliminate them.
3. Provide training, information, and supervision to all employees, contractors, and visitors to ensure they understand their OHS responsibilities and are equipped to work safely.
4. Consult with employees/contractors/their representatives to promote OHS awareness, identify OHS issues and concerns, and develop solutions to improve OHS performance.
5. Continuously monitor, measure, and evaluate our OHS performance to identify areas for improvement and implement effective corrective and preventive actions.
6. Promote a culture of safety and encourage all employees, contractors, and visitors to take responsibility for their safety and the safety of others.

To achieve these commitments, we will:

1. Establish an OHS management system that conforms to the AS/NZS ISO 45001:2018 standard.
2. Allocate sufficient resources and support to implement and maintain the OHS management system effectively.
3. Communicate our OHS policy to all employees, contractors, and visitors and ensure they understand their roles and responsibilities in achieving our OHS objectives.
4. Conduct regular reviews and audits of our OHS management system to ensure its ongoing effectiveness and suitability.
5. Continuously improve our OHS performance through setting and reviewing objectives and targets.

Our OHS policy applies to all our operations and activities and is reviewed periodically to ensure its continuing suitability, adequacy, and effectiveness.



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A member of the KRG Executive Team