

Quality, Health & Safety and Environmental Policy

Karas Plating Limited incorporates Safety, Health Environmental & Quality responsibility in all activities. The focus on customers, employees, communities, and environment is evident in the procurement, production, distribution, and trade of our business service.

To achieve this Karas Plating's Top Management is committed to achieving its goals together with the supporting employees, customers, internal and external interested parties, including consultation and participation of non-managerial workers in the determination of Policy and inclusion in matters pertaining to the IMS, and will:

- *Promote Healthy and Safe working conditions providing necessary resources*
- *Commit to the prevention of injury and ill health and continual improvement in the management and performance of our OH&S Management systems and performance with a commitment to eliminate Hazards and reduce OH&S risks*
- *Satisfy customer needs and expectations that are consistent with our own principles and operating ethics*
- *Provide advice on our service provisions where needed to improve customer relationships*
- *Motivate, educate, and involve our employees and management in helping us achieve our goals in Quality, Health, Safety, and Environmental responsibilities*
- *Eliminate hazards and reduce Risks, minimize resource consumption and environmental impacts where possible and seek to use alternative 'eco-friendly' processes and products to further help our goals*
- *Promote the use of suppliers and business partners that have and practice similar Quality, Health, Safety, and Environmental ethics*
- *Set targets and objectives, evaluate results, achieve, and continuously improve our goals*
- *Communicate openly about objectives and results relating to Quality, Health & Safety, and the Environment*
- *Ensure individual employee obligations regarding OH&S are communicated to all concerned and understood to help assist the operation and its procedures and processes as a part of the consultation and participation process and to contribute to the effectiveness of the IMS*
- *Communicate, as required, with internal and external interested parties, Neighbours, local authorities, customers, suppliers, and any other parties on matters related to the Business and the Environment*
- *Act as a "Good Neighbour" in all that we do and minimize our effects on the local environment*
- *Commit to always promoting continual improvement and pollution prevention*
- *Commit to complying with all applicable legislation and legal requirements that are relevant to our operations and environmental aspects of the Business as a whole, promoting a culture of support in the IMS*
- *Review this policy and its contents with our employees and interested parties, as necessary, to satisfy the needs of the Business and its commitment to Quality, Health & Safety and the Environment*

This policy is a key part of business strategy and is reviewed on a regular basis by the senior management team and workers. Top management is committed to the above policy which shall be fully implemented across all areas of our Business and its operations.

Reviewed by:	Alan Pennington
Date:	08/04/2026
Signature:	<i>Alan Pennington</i>