

Health and Safety Policy

Approved by the Board with effect 25 February 2021

1. Introduction

- 1.1 Digital Wine Ventures Limited (**Company** and where applicable includes its Related Bodies Corporate) recognises the value of providing a safe workplace to its staff and stakeholders. This Health and Safety Policy (**Policy**) sets out the principles the Company undertakes to maintain safe working conditions.
- 1.2 This Policy is subject to the terms of the Company's Constitution (Constitution). This Policy should be read in conjunction with other relevant policies and procedures of the Company.

2. Principles

- 2.1 The Company will specifically undertake to:
 - Create a culture where safety is felt, seen and believed to be everyone's responsibility.
 - Drive continuous improvement through the setting of measurable health and safety objectives and targets.
 - Comply with all statutory requirements and industry standards.
 - Eliminate or control any hazards through effective risk and change management processes.
 - Ensure employees, contractors, customers and visitors understand their obligations with respect to health and safety and comply with our policies, procedures and practises.
 - Empowering employees, contractors and visitors to take responsibility by never walking past an unsafe act or condition and by reporting all hazards, incidents and near misses.
 - Ensure an operating framework that includes health and safety standards, practices and procedures is developed, implemented, followed and reviewed.
 - Provide the required resources, facilities, plant, tools and equipment for people to work safely.

- Be proactive in identifying workplace hazards, reviewing incidents, identifying incident trends and managing workplace health and safety risks in a timely manner.
- Provide the necessary health and safety training, instruction and supervision to all who carry out work in our business.
- Engage, consult and communicate with all stakeholders to build a shared commitment to ongoing health and safety improvement.
- Ensure ongoing monitoring, auditing and review of health and safety performance and management systems.
- Demonstrate effective and felt safety leadership.
- Define and implement a governance structure that defines our health and safety responsibilities and accountabilities.

3. Breaches of this Policy

- 3.1 All suspected breaches will be investigated and appropriate disciplinary and remedial action taken.
- 3.2 Employees who do not strictly comply with this Policy will face disciplinary action, including counselling, formal warnings and dismissal

4. Review

- 4.1 This Policy is reviewed regularly and at least annually.