

## HEALTH, SAFETY & WELLBEING POLICY

We shall adopt a risk based, opportunity focussed, common sense and proportionate approach to the occupational health, safety and wellbeing of our staff and others affected by our operations.

This policy provides a framework for establishing our health, safety and wellbeing objectives that will include a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health. This policy and objective will drive the continual improvement of our health, safety and wellbeing management system.

WE will comply with all occupational health, safety and wellbeing legislative requirements in all regions covered by our operations. We will also comply with the respective judicial process in those areas. We shall attain certification to relevant and recognised health and safety standards, not limited to ISO 45001.

We shall promote partnership working with its customers, service partners and other interested parties to promote a philosophy of improvement in occupational health, safety and wellbeing.

We shall promote a culture of leadership, collaboration, participation, co-operation, responsibility and awareness in health, safety and wellbeing. We shall empower our staff to act sensibly, responsibly and most importantly safely when carrying out their work and will involve them in the decision-making process.

We shall provide the necessary equipment, systems, processes, documentation, knowledge, training and awareness to our staff to enable staff to make sound, proportionate and justifiable decisions in matters relating to occupational health, safety and wellbeing.

We shall adopt an approach of elimination, substitution, process control and protection through equipment to all health, safety and wellbeing risks.

We shall audit review and monitor this policy to ensure that it remains relevant, appropriate to our activity and in context with our operations.

We shall communicate this policy to our staff, customers and any other relevant interested parties. It shall be publicly available, annually reviewed and signed off at the highest level as our commitment to health, safety and wellbeing of our staff.

Signed:

05/05/2021