

OCCUPATIONAL HEALTH & SAFETY POLICY

We are committed to health and safety in all our working processes to protect our people, contractors and all others affected by our activities.

It is our intent to demonstrate an ongoing commitment to continuous improvement with health and safety as a core value. We aim to provide a healthy and safe working environment for all our team.

HEALTH AND SAFETY CULTURE

All our people, contractors and relevant stakeholders are aware and understand the risks and hazards that affect our activities. We will:

- Provide adequate resources to ensure awareness of this policy and commitment to its effective implementation;
- Communicate and consult as necessary;
- Ensure that any changes or projects include health and safety at all stages;
- Ensure that suitable equipment is provided and maintained;
- Proactively identify workplace hazards and require our contractors to do likewise;
- Expect co-operation and assistance in the implementation of this policy, with our people ensuring that their own works are carried without risk to themselves or others;
- Welcome the involvement of our people, contractors and stakeholders whether through suggestions, observations or participation to help us continually improve.

COMPETENCE

All our people have the knowledge, experience, skills and training to identify and control hazards. We will:

- Provide suitable and sufficient training to all our people
- Assess contractor competency prior to them undertaking any activity for us
- Demonstrate good leadership practices including undertaking tours to ensure that health and safety issues are identified, assessed, managed, monitored and reviewed.
- Proactively manage workplace hazards and require our contractors and people do likewise.

COMPLIANCE

We will comply with relevant legislation, and the requirements of ISO 45001, ensuring our people are empowered to prioritise health and safety. We will:

- Set annual objectives that are regularly reviewed
- Investigate accidents, incidents, near misses and workplace ill-health; learning from any event which has had an adverse health, safety or wellbeing impact
- Review and report on our health and safety performance
- Engage with our contractors to ensure that they are working safely

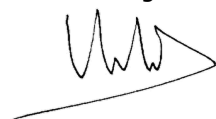
EXCELLENCE

We recognise and work towards health and safety excellence

- We will encourage, develop, review and share good practice

Our policy and arrangements will be reviewed when there are any significant changes to our organisation or activities, and at least annually.

We ask all members of our team including our contractors to work together to provide a healthy and safe working environment that is as free as possible from hazards.

A handwritten signature in black ink, appearing to read "Charles Lombard", with a long horizontal line extending to the right.

Charles Lombard

August 2022