



Health & Safety Policy

The following policy applies to all employees.

We are committed to provide, so far as is reasonably practicable, a safe and healthy environment at all locations for all our employees, contractors, customers, visitors and any others who may be affected during the course of our business activities.

Our standard is to comply with all relevant legislation, regulation and rules concerning the safe and healthy operation of our business. While ensuring as a minimum legal compliance, we aim to continually improve our health and safety performance and minimize accidents and work-related ill-health.

We will ensure that:

- 1) We implement, maintain and continuously review a health and safety management system and program to ensure the health and safety of our employees and others who may be affected.
- 2) Appropriate resources, information, instruction, training and supervision are given to employees and contractors so that they can perform their work safely and/or carry out their health and safety responsibilities.
- 3) Systems of working that are followed, are safe and designed to minimise health risk.
- 4) We will provide and maintain safe machinery and equipment and associated operating procedures.
- 5) Substances that potentially are hazardous to health are identified, and arrangements are made to control the risk they pose.
- 6) All premises and associated buildings and areas where our activities take place, are maintained in a safe condition.
- 7) We will systematically assess the health and safety risks involved in our activities, and ensure that any action plans, precautionary measures and procedures resulting from such risk assessments are implemented. Records are maintained to account for the effective implementation of a health and safety management system.
- 8) Effective means of communication are used on health and safety matters with employees and contractors to enable them to perform their roles safely, and to consult them on ways to reduce work place hazards and improve health and safety management systems.
- 9) We encourage worker participation and communication via elected works council representatives who meet on a regularly basis with members of senior management, to discuss health and safety matters and production improvements
- 10) A robust and durable health and safety culture is established by ensuring legal compliance and adopting a risk management approach to ensure application and continuous improvement of health and safety standards.
- 11) Health and safety performance is measured on a regular basis, objectives and targets are established, and improvements are progressed via management review.
- 12) Programs for continual improvement of health and safety management are implemented.

All employees are encouraged and expected to take personal responsibility to ensure that appropriate practices are correctly implemented at all times. In particular, employees should:

- take reasonable care for their own health and safety and that of others who may be affected by what they do or do not do;
- follow the procedures adopted for, and use protective equipment provided for, ensuring safety in the workplace;
- take proper care of equipment and protective clothing provided;
- report accidents or incidents that have, or could have, led to injury or damage, and assist in their investigation with the aim of introducing measures to prevent recurrence; and
- report any shortcomings in the health and safety arrangements, even when no immediate danger exists, so that remedial action can be taken if needed.

The day to day implementation of this policy is delegated through every level of the organisation detailed in the health and safety manual.

The undersigned endorse this health and safety policy.

Signed: B F Lynch

Name: Bryan Lynch

Position: CEO

Date: 1ST February 2019