

Pell Frischmann

HEALTH AND SAFETY POLICY STATEMENT **Health and Safety at Work etc. Act 1974**

The Company's policy on health and safety applies to all companies in the Pell Frischmann Group including any subsidiaries.

It is important that every employee is aware of his or her obligations under this Health and Safety Policy Statement, and any queries should be addressed to the Managing Director or the Deputy Health and Safety Director.

Our statement of general policy is:

- Promoting an environment where everyone makes safety personal and helps to create a zero-harm culture. The Company provides and maintains safe and healthy working conditions, equipment, and safe systems of work for all our employees, and to provide such information, instruction, supervision and training, as they need for this purpose
- The Directors are committed to the prevention of work-related injury and ill health for our employees and others affected by our work and to the promotion of the health and wellbeing of our employees
- To ensure appropriate preventative and protective measures are implemented and maintained to eliminate or minimise any hazards and reduce health and safety risks to an acceptable level for our employees and others affected by our work, and the environment following the identification of work-related hazards and assessment of the risks related to them
- To be committed to fully consult our employees and employees' representatives and seek their participation on all matters affecting their health, safety and wellbeing
- To acknowledge our responsibility for the health and safety of other persons who may be affected by our activities and the need to maintain an effective communication system between interested parties
- That evidence of professional safety management practice is and will remain a condition of our employment of third parties employed to assist with our operations
- To comply with all current applicable health and safety legislation and other relevant health and safety requirements that relate to our health and safety hazards
- The ultimate responsibility for health and safety is with the Board who ensure that adequate financial and physical resources are provided to secure a safe and healthy working environment for our employees
- The Board is committed to this Policy and all staff are required to comply as a condition of their employment. They are encouraged to assist in the Board's further commitment to the continual improvement in our Health and Safety Management System and performance to improve our business
- To ensure continual improvement in our health and safety performance, health and safety objectives are set by the Senior Management Team at Management Review
- This Policy will be reviewed annually or as required to ensure that it remains relevant and appropriate to the activities of the Company. The arrangements and processes for implementing this Policy are controlled through the Company's Business Management System

Iain Bisset

Iain Bisset
Managing Director and Health & Safety Director
1 March 2019