

# OH&S POLICY

**HEALTH AND SAFETY IS EVERYONE'S RESPONSIBILITY AND WE ARE COMMITTED TO PROMOTING AND MAINTAINING SAFE WORKING PRACTICES ACROSS THE WHOLE GROUP**

It is our Group-wide policy to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees and wider interested parties and to provide communication, training and supervision as needed for this purpose.

We recognise the importance of safeguarding the health and well-being of all our employees and expect full co-operation from everyone in the management of Occupational Health & Safety (OH&S). Neglect of responsibilities in observing the Group OH&S Policy will be considered as gross misconduct and dealt with in accordance with each Company's disciplinary procedures. Employees are encouraged to make positive suggestions and required to report any issues or concerns on unsafe practices or events.

We deliver our OH&S commitment through our management system and strategy which aims to:

- Satisfy all applicable health and safety legislation and other obligations.
- Conduct regular COSHH and risk assessments as part of our business management system.
- Eliminate hazards and minimise OH&S risks.
- Promote continuous improvement of our health and safety practices among our employees and anyone who carries out work on behalf of our Company.

Mental health first aid, first aiders and first aid facilities, are available on each site for the safeguard of all our employees.

Health and Safety is everyone's responsibility and Noventis Safety is committed to promoting and maintaining safe working practices across the whole business.

This policy is reviewed and approved by the Board on a regular basis and communicated to all levels via our communication channels.



Robert Campbell  
**Chief Executive Officer**