

In accordance with the requirements of the Health & Safety at Work Act 1974, the Management of Health & Safety at Work Regulations 1999 and ISO 45001 Occupational Health and Safety Management Systems, it is the policy of Van Elle under the direction of the Chief Executive Officer as far as is reasonably practicable to commit to:

- providing safe and healthy working conditions for the prevention of work-related injury and ill health appropriate to the purpose, size and context of the organisation and to the specific nature of our Occupational Health & Safety (OH&S) risks and opportunities all staff, visitors and contractors whilst on Van Elle premises or sites
- fulfilling our legal and other requirements, to comply with safety statutory requirements, reports and approved codes of practices
- eliminate hazards and reduce OH&S risks
- continual improvement of our integrated management system
- provision of all necessary training (via our in-house training centre), briefings and feedback to ensure our employees are competent, informed and knowledgeable of internal and industry-wide learnings
- the consultation, engagement and participation of workers and their representatives, and any other advisory bodies as may be appropriate

In addition, we will,

- provide visible and active leadership to ensure employees are aware that working safely is a condition of employment and to follow safe systems of work and control measures provided in the interest of OH&S
- provide a framework for setting OH&S objectives based on appropriate experience, knowledge, statistics and the company strategy to achieve continuous improvement in OH&S performance
- provide a safe system of work and ensure that adequate information, instruction, training and supervision is provided for staff as appropriate
- ensure employees are empowered to delay or postpone any activity that is considered unsafe
- encourage and promote safe behaviours and re-educate unsafe behavior(s) through continued training and supervision.
- monitor the effectiveness of the company safety policy through audits, inspections and work-place surveys and revise as necessary; bringing any changes made to the attention of all staff, contractors and visitors.
- seek the advice of and provide competent person(s) in all matters of OH&S.
- arrange for adequate resources and funds to be available to meet the requirements of the policy.
- work together with our clients, to meet their requirements and to improve standards of safety on site.
- promote the reporting of hazard & near misses to improve standards across all parts of the business
- carry out health surveillance of employees and provide information on occupational health, health promotion, rehabilitation and wellbeing.
- run campaigns and initiatives, including behavioral based safety programmes to deliver continuous improvement in health and safety performance and prevent accidents and work-related ill health

We believe that fully engaging workers in the planning and delivery of our work fosters a culture of trust, respect and cooperation, where all members of staff perform to the best of their abilities and are motivated to contribute to Van Elle's commitment to improve OH&S standards.

If the aims of this policy are to be achieved in practice it requires the support, cooperation and compliance of all employees and subcontractors. Each employee will be asked to carry out their work in a safe manner, to look out for their colleagues, to report all unsafe acts, conditions and near misses and to comply with instructions, briefings and training provided. The company will champion safety as one of its core 'SITE' values and will never compromise health and safety for other business objectives.

This policy shall be reviewed annually or at any change of circumstances affecting the OH&S policy, such as changes in law, the introduction of new processes, machinery or working environments.

The Chief Executive Officer has overall and final responsibility for health and safety in the company.

Signed 
Mark Cutler - Chief Executive Officer

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Act Safe 