

HEALTH, WELL-BEING AND SAFETY POLICY STATEMENT

The Senior Management Team and I are committed to minimising the impact upon the physical and mental health of our colleagues caused by the activities of the Hansam Group. We are committed to achieving an incident-free workplace in addition to no work-related ill health from our endeavours. This policy and the management systems supporting it will be reviewed periodically to ensure that it remains relevant and appropriate to the organisation.

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Our health, well-being and safety performance is based on a Group-approved health and safety management system and we will regularly review it to ensure we continue to deliver improvements to the management of health, well-being and safety within the Group.

This is our commitment to you, our workforce and anyone else who may be affected by our acts and/or omissions. For you this means working safely, not taking risks, correcting unsafe conditions and challenging those around you who are not working safely. Equally important is recognising safe behaviours in others and encouraging them.

You should consider the impact of unsafe working on your health and others nearby, and how poor health could adversely affect your life at work and at home. You need to tell us of any issues you are aware of which may affect the work we do, or which work makes worse. Where equipment, procedures or restrictions are put in place for your protection, it is your personal responsibility to use them.

As part of our commitment, we will:

- Identify the potential work-related causes of incidents and ill-health and reduce risks so far as reasonably practicable;
- Comply with applicable legal and other requirements;
- Require our colleagues and contactors to always follow our Employee and Contractors' policies and procedures;
- Assess the risks to those who might be affected by our business and our work;
- Control exposure to hazards and reduction of risks through design, engineering, systems of work and the use of personal protective equipment;
- Monitor to detect early signs of work-related ill health and act appropriately upon the results;
- Require all of our colleagues and contractors to report incidents to enable measures to be taken to prevent future occurrences.

The health, well-being and safety of everyone affected by the work we do is vitally important to us. At the Hansam Group we are eager to create an environment and culture which is incident-free. We can only do this if everyone is committed to working safely and not taking risks. Our health, well-being and safety and that of our colleagues must be a key priority to all stakeholders.



Tracy Woods
Managing Director

26th May 2020