

## Health, Safety & Wellbeing Policy

Havelock International Limited takes all Health and Safety issues seriously, we are committed to ensuring the occupational health and safety of all those affected by our activities, this includes employees, self-employed, clients, subcontractors, visitors and the general public. Havelock International Limited strive to continually improve of our occupational health and safety performance.

The following objectives have been set and, to achieve these aims, we will:

- Take reasonable steps to safeguard the health and safety of staff and of people visiting our premises
- Comply with all current legislative requirements and other requirements that relate to its occupational health and safety hazards; including the SHEQ-BMS Strategy Manual of Havelock International Limited as its minimum standard
- Commit to the prevention of accidents, incidents and cases of occupational ill health and carry out investigation to establish root cause to prevent recurrence
- Promoting effective communication and consultation between senior management and staff concerning health and safety matters
- Maintain safe working systems and procedures specifically for all operations which are compliant with OHSAS 18001:2007 certification
- Provide adequate information, instruction, training and supervision to staff and operatives to sustain the highest levels of awareness and competence in all matters of occupational health and safety
- Ensure that subcontractors and other persons operating under our control meet with the highest levels of awareness and competence in all matters of occupational health and safety
- Ensure continual improvement of its occupational Health and Safety performance by identifying health and safety risks and finding ways to manage or overcome them by implementing best practices

This policy, and our performance against targets set, will be reviewed annually.

The company's organisational responsibilities & relevant arrangements have been defined. It is the responsibility of the directors and managers to ensure that this policy is effectively implemented and communicated to all staff, operatives, subcontractors and suppliers. The policy will be available to all staff and prominently positioned on the Company intranet. It will be available to the public and other interested parties through our website.

**George McAdam**  
Chief Executive Officer



2 April 2019