

# Health and Safety Policy

“We are committed to do all that is reasonably practicable to ensure and maintain safe and healthy working conditions for all our associates and others. We accept our responsibilities and will do our utmost to eradicate any conditions that are likely to cause work related illnesses and to ensure that we understand and comply with legal requirements. The active cooperation of every associate is essential to the success of this policy. It is the responsibility of our directors and managers to ensure that this policy is understood, implemented and maintained at all levels within the business, and to ensure that health & safety is given equal priority with all other aspects of management.”

*Managing Director, Globe Integrated Solutions Limited*

The Company acknowledges its health and safety responsibilities towards its associates and others as is reasonably practicable:

1. We seek to continually improve our health and safety performance and seek the involvement of all associates in promoting healthy and safe conditions, safe systems of work and initiatives for continual improvement.
2. We comply with applicable health and safety legislation and other health and safety requirements to which the company subscribes.
3. We ensure, so far as is reasonably practicable, that the best current standards and methods are employed to safeguard health and safety at work and we pledge support to industry and government bodies in their efforts to evaluate hazards and determine acceptable standards of protection.
4. We provide and maintain an adequate standard of training at all levels of employment to ensure health and safety competence.
5. We provide effective joint consultation on health and safety matters affecting our associates and others.
6. We provide an adequate health and safety advisory service that:
  - Provides competent advice on all aspects of health and safety at all levels within the organisation.
  - Coordinates the activities of our health and safety service.
  - Monitors our health and safety performance and compile appropriate statistics and information to determine future policy actions.
7. We investigate conditions associated with long-term effects and examine and evaluate methods to eliminate causes or minimise effects of detrimental conditions. To achieve this, we conduct risk assessments and provide the means whereby processes and the workplace are monitored and evaluated.
8. We encourage and support our associates in developing a healthier lifestyle.
9. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing the causes.

10. We review this policy annually and publish objectives and goals aimed at continual improvement of our health and safety performance.

11. Safety is a core pillar of our business.

### **General Statement of Responsibility**

The ultimate responsibility for health and safety is vested in the senior management of the company. The Managing Director has overall responsibility for implementation of this policy.

Each manager is responsible for the maintenance of safe and healthy working conditions in their area of control.

All line managers collate suggestions, requests or complaints relating to health & safety and report to their manager who will keep a written record.

Every associate has a legal responsibility to take reasonable care of themselves and others who may be affected by their acts or omissions. They must not interfere with or misuse anything provided for health, safety and welfare and must cooperate with the company to ensure all equipment (including vehicles) are safe, used correctly and maintained, and that we are legally compliant.

This policy is available to interested parties, is posted at all sites, and has been communicated to everyone working for or on behalf of the company.



Signed.....  
Harry Gibbins, Managing Director  
Globe Integrated Solutions Limited