HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

OVERVIEW

We are committed to achieving and maintaining a culture where health, safety, mental & physical wellbeing is a core value. Adenstar Group (and subsidiary companies including Adenstar Developments Ltd, Adenstar Aviation, Kerb-lay (UK) Ltd) undertakings are committed to operating our business to enable all stakeholders to continuously improve occupational health, safety, and wellbeing (OHSW).

PURPOSE

A) To provide a safe and healthy working environment and enable requirements of the OHSW legislation applicable to the jurisdictions that we operate in to be adhered to.
B) This policy along with legislation places legal requirements for us all to comply with whilst at work.
C) Adenstar Group has an Integrated Management System (IMS) of which the OHSW element is structured and externally audited in line with ISO 45001:2018 to provide Adenstar Group and our stakeholders with an internationally recognised framework for managing OHSW risks and opportunities.

We aim to achieve this by:

A) Treating everybody fairly and equally and consulting with workers regarding this policy and relevant OHSW matters.
B) Providing organisational structure and resources to support mental and general wellbeing.
C) Applying practical and effective IMS to achieve our objectives and focus on continual improvement to maintain a safe and healthy workplace.
D) Creating awareness of the OHSW hazards and risks posed by our works and follow the hierarchy of controls to provide adequate measures to reduce risk.
E) Communicating company policies, hazard awareness, control measures, safe systems of work and guidance.
F) Providing high quality welfare facilities and maintain safe and healthy working conditions.
G) Providing instruction, training, and information to our workers to assist them in their duties.
H) Providing workers, including sub-contractors, with the authority to stop work where there may be a threat to OHSW.
I) Promoting an open culture for reporting incidents and where necessary, undertake investigations, ensuring that appropriate measures are taken.
J) Rewarding exemplary performance.
K) Ensuring that adequate funding and resources are available for the implementation of this policy and its continual improvement in line with the OHSW elements of the IMS.

It is the responsibility of every individual performing work-related activities under arrangements with Adenstar Group to:

A) Lead by example and implement this policy.
B) Stop work where there may be a threat to OHSW.
C) Take reasonable care for the health and safety of themselves and others, to carry out their work in accordance with agreed safe system of work, rules and requirements; ensuring control measures are implemented.
D) Report any act which generates an actual or potential incident, injury or ill health.
E) Co-operate with stakeholders so far as is reasonably practicable to enable their activities to be conducted safely.
F) Correctly use equipment and protective items provided in the interest of occupational OHSW.
G) This policy is communicated and made available to interested and relevant parties.
H) Workers will be consulted and expected to comply with this policy and the IMS, which will be reviewed and updated as required.

DEFINITIONS

Integrated Management System (IMS) documented procedures, processes and forms that explain how to undertake activities.
Occupational Health, Safety & Wellbeing (OHSW) encompasses the physical and mental health along with physical and mental wellbeing whilst at work.

PROCEDURE/PROCESSES

Supporting procedures/processes are available and contained within the Procedure & Process section of the IMS.

Steve Welch

Operations Director