

Through the way we work and behave at Oracle Environmental Experts Ltd, all our staff and stakeholders will be protected from risks of occupational injury or ill health.

We want to demonstrate an ongoing and determined commitment to health and safety at work throughout our organisation and we will:

- comply with the requirements of health and safety legislation;
- ensure the health and safety at work of all our staff and any other staff who may be affected by our work activities;
- prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace;
- provide clear instructions and information, and adequate training, to ensure employees are competent to do their work;
- engage and consult with employees on day-to-day health and safety conditions;
- implement emergency procedures – evacuation in case of fire or other significant incident; and
- maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.

This policy reflects our commitment to ensuring that health and safety at work is paramount to our business, and that effective health and safety actively contributes to our success. All our staff have an awareness and understanding of health and safety hazards and risks that affect our business.

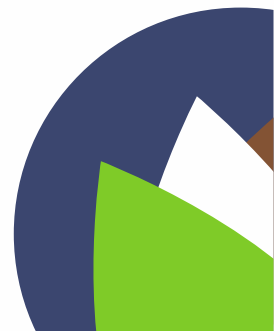
There will be active open communication and consultation between all our staff, our sub-contractors and stakeholders.

Senior management will ensure that:

- adequate resources are provided for health and safety;
- health and safety is adequately assessed, controlled and monitored; and
- our staff are actively involved on matters that affect health and safety.

We will identify our workplace health and safety hazards. We will inform our staff, sub-contractors and stakeholders, as appropriate, of these workplace hazards.

We will require our sub-contractors and stakeholders to identify health and safety hazards that may impact on our work activities.



All our staff and subcontractors will have the competence to undertake their work with minimum risks to health and safety.

All our staff will be adequately instructed and trained on the health and safety issues that affect them, and the safe working practices that should be followed.

Senior management will demonstrate leadership in health and safety and will regularly undertake tours to ensure that health and safety issues are identified, assessed and managed.

All our staff will be informed of the health and safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents. We will require our sub-contractors and stakeholders to identify health and safety risks that may impact on our work activities.

We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Any lessons learned from such events will be used to take corrective action to prevent recurrences.

We will actively and openly, review and report on our health and safety performance against published objectives and targets. Improvement plans will be developed to support the delivery of these objectives and targets.

We will implement management systems to ensure we:

- comply with health and safety legislation; and
- continually improve our health and safety performance.

We will engage and collaborate with our sub-contractors to ensure their:

- health and safety capability and competence fulfil our expectations
- health and safety performance is monitored and reviewed; and
- work activities have minimal health and safety impacts on our activities

We will assess our occupational health risks. All our staff will be informed of the occupational health risks that affect their work. We will take action to prevent, reduce or control occupational health risks to an acceptable level and reduce the potential for ill health, including assessing all our staff's fitness for work. Health surveillance will be conducted to satisfy health and safety legislation.

Our policy will be delivered by:

- generating a culture that does not tolerate threats to health and safety
- ensuring the real involvement of all our staff, the sub-contractors and stakeholders

The Managing Director is responsible for the implementation and review of this policy.

This policy has immediate effect and replaces all previous versions. This policy will be reviewed and amended, as necessary.

Signed Jon Burton Jon Burton, Managing Director

Version 4 Issued June 2023