

#### 1.2.4 WORK SAFE ARRANGEMENTS

The Health, Safety and Welfare of employees are key elements of company policy. All employees will be given health and safety training appropriate to their job and the tasks they are required to carry out.

“Work Safe” is the company strategy which allows employees to refuse to work for any reason if they consider that health and safety has been in any way compromised, with no risk to their ongoing employment or disciplinary action being taken against them.

In the event that the changes made are still not considered to provide a safe work environment the issue can be escalated to the SHEQ manager.

All work safe incidents will be subject to formal investigation using the ISO corrective action system which will in turn provide feedback of lessons learned.

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