

# Health and Safety

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# 10. Health and Safety

## H&S Policy Statement

The Board of Blue Phoenix Group are committed to providing a safe and healthy working environment for all its employees and those affected by company operations.

It is the Company's policy that its operations shall be conducted in such a way as to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of its employees and of any other person who may be affected by its operations including members of the public are upheld. We require that a satisfactory standard of Safety, Health and Welfare shall be achieved and consistently maintained at all sites and offices in accordance with all relevant legal and other requirements.

The Company acknowledges that the safe working practices as well as accident prevention techniques are of significant importance and the responsibility of Management and provides a framework for establishing Health, Safety and Welfare objectives.

The company will seek to raise employees' safety skills for the benefit of themselves and others by training. Managers and employees have the commitment to eliminate hazards and reduce Health, Safety and Welfare Risks, taking into account the occupational hygiene strategy.

The prevention of accidents and injury to persons shall be regarded as a fundamentally essential part of the Company's responsibilities to its employees and to the community as a whole.

Protective clothing and equipment shall be available and shall be used by employees when the nature of their work being carried out requires the use of such protective equipment in the interests of health, safety and accident prevention.

Employees are encouraged to submit suggestions and ideas for improving the general standards of Health, Safety and Welfare at sites and offices, to their immediate Line manager. Consultation and participation of employees is considered as one of the Company's main commitments.

Employees have a duty to take reasonable care for their own safety and the safety of any other person who may be affected by their acts or omissions and also to co-operate with the Company in its arrangements to perform or comply with statutory safety obligations which includes adherence to the Company's Safety Policy.

The Board will make the necessary resources available to enable the company to maintain high standards of safety and health management.

The Company's Safety Procedures will continue to be improved and refined by actions following regular audit and review.