



Health and Safety Policy Statement

It is the policy of IESCO International to do all that is necessary to observe and comply with the requirements of all Health & Safety Legislation as is relevant to our activities as laid down under the UK Health & Safety at Work etc Act 1974.

By providing the resources we actively seek the co-operation of all employees to meet this commitment, thereby maintaining safe working practices and a safe working environment.

This policy applies to all the employees of and our appointed sub-contractors and as such all employees have a legal duty to observe standards of reasonable care for the health and safety of themselves and their fellow employees.

The broad policy aims of the Company are summarised below: -

- a. To continue to provide and maintain a working environment which, so far as is reasonably practicable, is safe and without risk to Health and adequate as regards welfare facilities and arrangements.
- b. To continue to provide manufacturer's / supplier's advice or warnings to the workforce of dangerous equipment and noxious substances in use as per the requirements of the COSHH Regulations.
- c. To identify all significant hazards in the workplace in order to maintain the working environment in a safe condition including any risks that might be posed to 3rd parties as a result of our activities.
- d. To continue to provide and maintain such plant, tools and equipment as are necessary to ensure as far as is reasonably practicable, that work can be carried out safely and without risk to health.
- e. To continue to provide such information, instruction, training and supervision as is necessary for the implementation of company policy so as to ensure, as far as is reasonably practicable, the health and safety of its employees whilst at work.
- f. Make arrangements for ensuring safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances used at work. To continue to operate a pro-active stance towards Health & Safety matters and continue to maintain our liaison with the HSE and other relevant bodies.
- g. Establish the cause of any accidents within the company and to institute practicable remedial measures to prevent recurrence

Company Safety Organisation

The Safety Advisor and the Directors will disseminate Health and Safety information to all sites through the respective Contracts / Project Manager or Head of Department. This will include up to date information on statutory requirements and other matters applicable to Health and Safety requirements.

It is the duty of the employee to see that all equipment used is in a safe working condition, that it is suitable and adequate for its purpose and to use personal protective equipment/clothing where required. This includes safety glasses, hard hats, overalls; equipment guards and any other provision for health and safety and to ensure fellow employees do likewise.

All visitors to company places of work must comply with the Company Health, Safety & Environmental Policy. It is the duty of Management, Supervisors and employees to ensure visitors are aware of their responsibilities.

Site Supervisor

The Site Supervisor will be locally responsible for safety at each worksite. He is appointed by the company and is given responsibilities, which include the power to give reasonable directions to persons either directly or indirectly involved in the company's operations. He will report to his respective Contracts / Project Manager.

Employees

All Personnel engaged by the Company (including self-employed operatives) shall take such steps as are reasonable to ensure that they understand the Health, Safety & Environmental Policy.

Personnel are encouraged to consult with management concerning health and safety issues and we operate an 'open door' policy by providing access to Senior Management, Safety Advisor and enforcing authorities.

First Aiders / Appointed Persons

The Company will nominate a sufficient number of qualified First Aiders or Appointed Persons as required by the Health & Safety (First Aid) Regulations 1981 based on the scope of the work being carried out.

Alcohol

Any employee reporting for work under the influence of alcohol will be subject to disciplinary action. It is the responsibility of all employees to present themselves at the work site fit in every respect to efficiently perform their duties. Consumption of alcohol during time-off periods should be discontinued in ample time prior to commencement of duties for any effects to have worn off.

Drugs

Drugs of any kind are prohibited on company operations unless specifically required for medical use. Indulgence in drug abuse of any kind will result in immediate dismissal. Employees whose faculties are dulled to any degree by the use of drugs or intoxicants constitute a serious safety threat to themselves and their fellow employees. A detailed Policy regarding these matters is available upon request.

General

The following detailed Health & Safety Policies are available upon request: -

- Alcohol & Drugs
- Confined Spaces / Permit to Work Systems
- Control of Substances Hazardous to Health (COSHH)
- Gas & High-Pressure Systems
- Manual Handling
- Noise
- Personal Protective Equipment
- Safety Induction & Employee Training
- Vibration White Finger / Upper Limb Disorder

Any contravention of Company Health, Safety & Environmental Policies will be treated as a serious breach of disciplinary rules and action will be taken accordingly.

Copies of this Health, Safety & Environmental Policy shall be prominently displayed at all worksites and offices occupied by the company and shall be available for scrutiny by employees, clients and enforcing authorities at all times.

Last Update: April 12, 2018

IESCO INTERNATIONAL