

Occupational Health & Safety Management Policy

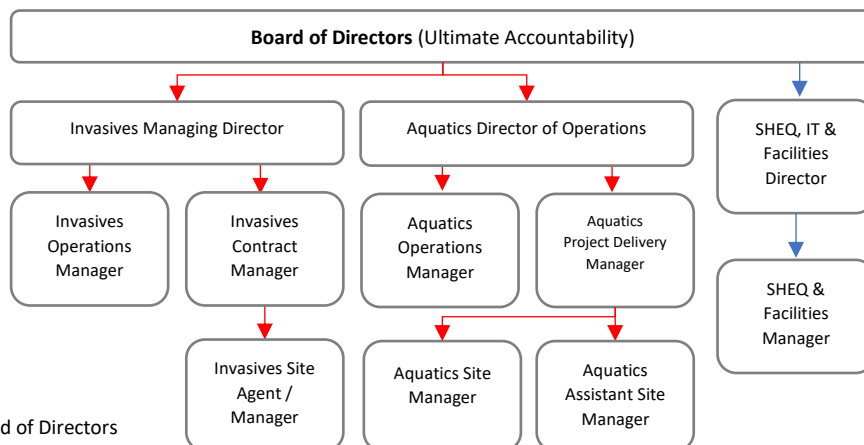
As a group of businesses that specialise in Invasive Vegetation Services and Aquatic Restoration, we are committed to the effectiveness and continual improvement of our Occupational Health & Safety Management System. We employ this management system to ensure, so far as is reasonably practicable, safe and healthy working conditions for the prevention of work-related injury and ill health for our employees and other persons who may be affected by our activities. We are committed to ensuring that:

- All projects and systems of work are designed to take account of health and safety, eliminate hazards, reduce risks and are properly supervised at all times
- A member of top management maintains specific responsibility for health and safety in each business unit
- Competent people are appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside of the organisation
- All employees are consulted on matters relating to health, safety and welfare
- Adequate facilities and arrangements will be maintained to enable employees to raise issues of health and safety
- Each employee will be given such information, instruction and training as is necessary to enable the safe performance of work activities
- All arrangements are brought to employees' attention and are monitored and reviewed to ensure that they are effective
- All legal and other requirements are fulfilled

We are committed to demonstrating the above by maintaining accredited BS OHSAS 18001 certification (Transition to ISO 45001 planned for Autumn 2020). Essential to this is the planning and working towards objectives to support this policy that are based upon our organisation's changing internal and external context and the specific nature of our OHS risks and opportunities. We will integrate the requirements of the standard into the day-to-day running of the business at all levels. We will also regularly monitor, engage, consult, evaluate and address opportunities to reduce risk, exploit opportunities and improve the business performance at all levels.

Key:

- Responsible for Management System implementation, continual improvement, effectiveness and support of other top management in their use of the system
- Responsible for managing using Management System with visible leadership, focus on prevention of harm and continual improvement



Signed by: Board of Directors

