

# Occupational Health & Safety policy

## PURPOSE

It is Kane company policy to take all reasonable action to ensure the health, safety and welfare of all employees under the Health and Safety at Work Act 1974 & the Health & Safety at Work Order (NI) 1978 and to ensure that all facilities, equipment, etc, is maintained in a safe condition at all times.

## POLICY

Kane operates an Occupational Health and Safety Management System in accordance with ISO45001:2018 standard requirements.

## IMPLEMENTATION

Senior Management pledge to meet the following commitments:

- a) To comply with applicable legal requirements and ISO 45001:2018 standard requirements.  
To provide safe areas of work within the facilities, so far as is reasonably practicable, with proper means of access and exit.
- b) To eliminate hazards and OH&S risks by implementing the Risk hierarchy of controls
- c) To provide and maintain plant, equipment, tools, etc, that are, so far as is reasonably practicable, safe and without risk to health.
- d) To provide such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the occupational health and safety of all employees whilst they are at work.
- e) To ensure, so far as is reasonably practicable, that persons not employed by the company, but who may be affected by the company's activities, are not exposed to risks to their health and safety.
- f) To develop, lead and promote, within the organisation, a safety culture that supports the OH&S Management system
- g) To establish and maintain processes and mechanisms to promote consultation and participation of workers at all applicable levels, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and actions for the improvement of the OH&S system
- h) To determine and remove obstacles or barriers to participation and minimise those that cannot be removed and to protect workers from reprisals when reporting incidents, hazards, risks and opportunities
- i) To support the establishment and functioning of Health & Safety committees where applicable.
- j) To be guided by Government policy and site operating procedures during the Covid-19 pandemic to reduce the risk of transmission of disease

The OH&S policy and Objectives are set and reviewed annually in line with the strategic direction of the Company, to ensure continual improvement within the Health & Safety Management system.

As Operations Director of Kane Group, Martin McMullan accepts his overall responsibility for Health & Safety within the Company, and commits to supporting other relevant roles, in the prevention of injury and ill health and the continual improvement in OH&S Management and OH&S performance. By signing this Health & Safety Policy Statement, the Company commits to ensuring that all resources necessary to achieve the aims and objectives noted above are made available. Health & Safety shall never be compromised for other objectives. This will include the provision of adequate resources, instruction, information, and training as the needs arise to ensure the OH&S management system achieves its intended outcome

To further the company's declared statement of safety, it is the duty of every employee, whilst at work-

- a) To take all reasonable care for the health and safety of him/herself and other persons who may be affected by his/her activities and to follow site operating procedures during the Covid-19 pandemic
- b) To co-operate with management, in every possible way, to enable the company's OH&S management system to be complied with.
- c) Each employee also has a responsibility not to misuse or interfere with anything provided by the employer in the interests of health, safety and welfare.
- d) Every employee has the right to refuse to carry out work which he deems to be unsafe without fear of reprisals. He/she should report concerns to the supervisor / line manager who will investigate.

Further to the above declared safety policy, all employees always be safety-conscious and should make use of the protective equipment issued. They must also always use the appropriate systems of guarding plant etc, which are provided and never remove or modify any guards intended to keep operatives safe.

Duties of various levels of management and personnel are set out in detail in the Integrated OHSEQ policy manual.

The co-operation of each employee is essential to ensure the efficient working of the company's safety management system and to prevent injury to persons and damage to plant and equipment.

This policy, which is communicated to all persons working under the control of Kane Group, is made available to all interested parties and reviewed periodically to ensure it remains relevant and appropriate.

This Occupational Health and Safety Policy will be regularly reviewed, in order to ensure its continuing suitability.

Copies of the Policy are available to all members of staff within the Staff Handbook. Copies of the minutes of Management Reviews, or extracts thereof, are provided to individual members of staff in accordance with their role and responsibilities as a means of communicating the effectiveness of the Occupational Health and Safety Management System.

**Signature:**

A handwritten signature in black ink, appearing to read "Paul de Silva", written over a faint, illegible background.

**Position in Company: Operations Director**

**Date: 10 July 2023**