

Health, Safety and Environmental Policy

This policy establishes the basic principles upon which the Company 'ABFAD Limited', will protect the Health, Safety and Environmental issues of its employees, and the public at large, and will protect the physical environment in which we conduct our business.

Policy:

1. **Safety, Health, and Environmental concerns are an integral part of corporate decision making.**
Safety, Health and Environmental goals need not conflict with the Company's economic goals, both are woven into the decision-making fabric and utilised predominantly in measuring the performance of all employees, especially management commitment to this philosophy will ultimately contribute to a positive image and performance by reducing liability and unnecessary losses, reducing injuries, and protecting human and environmental resources.
2. **Commit ample resources for the implementation of Safety, Health and Environmental programmes.**
Management will commit the funding and manpower necessary to accomplish the objectives of ABFAD's Safety, Health and Environmental programmes, including the use of modern technology, employee training and periodic safety, health and environmental audits, employee commitment by application of knowledge obtained in training and participation in safety and environmental meetings, safety committees, and open communication which will be critical to the success of these programmes. Safety meetings are held once a month and a record are placed in Safety Meeting File. Internet Portal created and established to upload site documents for personnel input with safety inspection checklists with are signed daily by all staff. Site audits performed on all projects, all documents on portal are saved, system has daily back-up.
3. **Protection of Safety, Health and the Environment should go beyond minimal requirements.**
Rational laws establish practical compliance, and standardise protection of company personnel Health, Safety and the Environment as situations dictate. ABFAD Limited must be willing to go beyond minimal requirements for the protection of employees, contractors, and general public, through the application of our General Safety Procedure and training exercises.
4. **Minimise Safety and Health Risks.**
ABFAD Limited will minimise Safety and Health risks using proper contingency planning, well trained personnel and properly maintained equipment in line with the 1998 LOLER and PUWER Regulations. ABFAD Limited will analyse its operations and facilities for potential risks and hazards and will reduce these risks to a level that is as low as is reasonably practicable to accomplish. High Risk activities shall not be performed as no personnel shall be put in a position of potential harm.

Responsibilities for Policy Implementation:

Managing Directors, Managing Supervisors.

Each Line Manager and Supervisor is responsible for ensuring that ABFAD Limited procedures, safe working practices, and systems exist and are implemented to provide a safe and healthy work environment. They are responsible for the health, safety, and welfare of personnel under their control. They ensure that all accidents, incidents and near miss events are reported, investigated and improvements are implemented. The Managing Directors of ABFAD Limited are responsible for formulation, development and implementation of Safety, Health and Environmental policy issues. Work shall be performed under the 1974 Health & Safety at Work Act and subsequent legislation.

Manager of Safety, Health and Environment.

The Managers of Safety are responsible for providing advice and guidance on matters relating to the safety and welfare of employees and protection of the environment. The Manager will report to Directors and will liaise on behalf of ABFAD Ltd with government agencies and certifying authorities The Managers will be responsible for Safety, Health and Environmental Auditing activities, performance, documentation reporting and keeping abreast of legislative changes affecting Safety, Health, and the Environment. It is the responsibility of all Employers to provide a duty of care for all employees throughout all working periods as per the 1974 Health & Safety at Work Act, this is our primary responsibility.

Employees.

It is statutory duty of all employees to take reasonable care of the health and safety of themselves and any other person who may be affected by their acts or omissions at work. All employees are encouraged to co-operate with their management and report malpractice and deficiencies in facilities or procedures in order that corrective action can be taken to enhance the safety of the systems and the workplace. Employees must not interfere with or misuse anything provided for their health, safety, or welfare.

Implementation Arrangements.

The Safety, Health and Environment policy will be implemented by means of a defined Safety Management System which describes the organisation, planning, implementation performance measurement, audit, and review arrangements to achieve the Safety, Health and Environmental policy objectives. ABFAD's Integrated Management Procedure incorporating Safety and Quality Assurance procedures outline and identify the process for dealing with specific hazards relating to our work activities. To review ABFAD's safety processes they are available for reference and review at our head office.

5. **Assume Responsibility for Environmental Harm.**
ABFAD Limited believes a Polluter should be accountable for the harm it causes. If ABFAD Limited causes harm, we will respond accordingly, including remedial action where appropriate. All actions and activities are reviewed to ensure that pollution cannot occur, and the environment is fully protected otherwise work is not permitted to be undertaken under any circumstance.

6. **Disclose Safety, Health and Environmental Risks.**
ABFAD Limited will promptly disclose to its employees, contractors and the communities in which we do business, whenever our operations pose any significant Safety, Health or Environmental risk to them. Risk may only be taken if it complies with a ratio whereby risk can be eliminated or minimised or contained through controlled safety measures. No work may proceed if unsafe for persons or the environment. All work shall cease if perceived to be unsafe or may cause an injury or incident and reported immediately to an Abfad Supervisor or Client.

7. **Co-operate in research and Educational Efforts.**
ABFAD Limited will concur and conform with Industry Groups, Government Agencies, and others, in practice and education relating to the effect our business has on Safety, Health and the Environment. Increasing knowledge will improve public understanding, enhance Government decision making, and upgrade our company's operation to reduce risks.

8. **Mandatory Training and Exercises.**
ABFAD Limited will ensure that all employees are trained to Industrial Rope Access Trade Association (IRATA) specifications, qualification shall be verified on IRATA web site before assigned to Rope Access duties. A training programme to ensure that personnel progress through IRATA 1 to 3 which will enable ABFAD Limited to produce a high-quality service at a cost-effective price for our clients. Training regime for other trade work activities has been set in place, personnel needing further training will be highlighted during management review meetings and or personnel appraisals.

9. **Maintenance and Load Testing.**
ABFAD Limited will ensure that all plant and or equipment is tested as required and or inspected as per PUWER and LOLER 1998 Regulations. Rope Access equipment must be inspected daily prior to use, inspected, and certified at six monthly intervals as per our Rigging and Rope Access Manual and LOLER requirements. All certificates and other related documentation will be made available for HSE auditing, and a register designed solely for the purpose of ensuring safe equipment is used on all worksites that ABFAD's technicians operate. External calibration or testing of instruments shall be conducted prior to date of expiry and or prior to use of instrument if not used on a regular basis.

Monitoring and Control Programme.

All employees and contractors are required to report any accident, incident or any potential Health or Safety hazard immediately to their Supervisor, including near misses. Information from these reports will be presented in a monthly report to the Managing Directors, Managers, Supervisors, and employees. The Safety Manager will ensure that all matters reported are investigated and all appropriate measures taken to identify the causes, and to prevent recurrence. Each Supervisor is responsible and accountable for Health and Safety of all staff and contractors under his / her supervision and must ensure ABFAD's Operating procedures are always adhered to. Medical advice and support for employees will be through qualified medical services. All employees are requested to highlight any potential shortfall they perceive in health and safety to management. Information reported to management shall be reviewed and fed back to employees at the earliest opportunity, feedback may be by email, text, WhatsApp or other media that will provide personnel with the information.

Safety Meetings.

Regular Safety meetings will be conducted at various levels of the organisation. These meetings provide a forum for employees and contractors to voice concerns and suggest initiative for Health and Safety improvements. All employees and contract personnel are required to attend and are encouraged to participate.

Competence.

ABFAD Directors recognises that personnel must be competent to carry out their functional duties and any assigned emergency duties. The overall process will include the provision of sufficient training and the formal assessment of competence to defined standards. Training in the use of personal protective equipment, safe working practices and emergency response are important elements in the implementation of the Policy. Emergency response training will include regular drills and exercises both onshore and offshore as applicable to contracts. Training will be repeated at set intervals to ensure that personnel maintain their proficiency and are familiar with the latest industry practices. General reviews of training needs shall be undertaken on a regular basis and in association with changes in technology or legislation, individual training needs will also be identified during personnel appraisal. All records of training and competence assessment will be retained in personnel records and will be reviewed as part of the company's audit process.

The Company is committed to continually improve our Health, Safety and Environmental performance; a daily toolbox talk shall be performed on sites for recording any suggested improvements which shall be written in the section provided on the 'Daily Toolbox Talk' record sheet.

ABFAD Limited Board of Directors are responsible for formulation, development and the implementation of the Health, Safety and Environmental Policy.

ABFAD DIRECTOR OF HEALTH & SAFETY: MR. C. S. HARITOU CMIOSH 189787



SIGNED: CMIOSH 189787



DATE: 24/05/2023

THIS DOCUMENT IS TO BE REVIEWED AT PERIODIC MANAGEMENT REVIEW MEETINGS AS A HEADED TOPIC