

## OVERVIEW

We are committed to achieving and maintaining a culture where health, safety, mental & physical wellbeing is a core value. blu-3 Holdings and all subsidiary companies' undertakings are committed to operating our business to enable all stakeholders to continuously improve occupational health, safety, and wellbeing (OHSW).

## PURPOSE

- A) To provide a safe and healthy working environment and enable requirements of the OHSW legislation applicable to the jurisdictions that we operate in to be adhered to.
- B) This policy along with legislation places legal requirements for us all to comply with whilst at work.
- C) blu-3 has an Integrated Management System (IMS) of which the OHSW element is structured and externally audited in line with ISO 45001:2018 to provide blu-3 and our stakeholders with an internationally recognised framework for managing OHSW risks and opportunities.

### We aim to achieve this by:

- A) Treating everybody fairly and equally and consulting with workers regarding this policy and relevant OHSW matters.
- B) Providing organisational structure and resources to support mental and general wellbeing.
- C) Applying practical and effective IMS to achieve our objectives and focus on continual improvement to maintain a safe and healthy workplace.
- D) Creating awareness of the OHSW hazards and risks posed by our works and follow the hierarchy of controls to provide adequate measures to reduce risk.
- E) Communicating company policies, hazard awareness, control measures, safe systems of work and guidance.
- F) Providing high quality welfare facilities and maintain safe and healthy working conditions.
- G) Providing instruction, training, and information to our workers to assist them in their duties.
- H) Providing workers, including sub-contractors, with the authority to stop work where there may be a threat to OHSW.
- I) Promoting an open culture for reporting incidents and where necessary, undertake investigations, ensuring that appropriate measures are taken.
- J) Rewarding exemplary performance.
- K) Ensuring that adequate funding and resources are available for the implementation of this policy and its continual improvement in line with the OHSW elements of the IMS.

### It is the responsibility of every individual performing work related activities under arrangements with blu-3 to:

- A) Lead by example and implement this policy.
- B) Stop work where there may be a threat to OHSW.
- C) Take reasonable care for the health and safety of themselves and others, to carry out their work in accordance with agreed safe system of work, rules and requirements; ensuring control measures are implemented.
- D) Report any act which generates an actual or potential incident, injury or ill health.
- E) Co-operate with stakeholders so far as is reasonably practicable to enable their activities to be conducted safely.
- F) Correctly use equipment and protective items provided in the interest of occupational OHSW.
- G) This policy is communicated and made available to interested and relevant parties.
- H) Workers will be consulted and expected to comply with this policy and the IMS, which will be reviewed and updated as required.

## DEFINITIONS

**Integrated Management System (IMS)** documented procedures, processes and forms that explain how to undertake activities.

**Occupational Health, Safety & Wellbeing (OHSW)** encompasses the physical and mental health along with physical and mental wellbeing whilst at work.

## PROCEDURE/PROCESSES

**Supporting procedures/processes are available on SharePoint; contained within the Procedure & Process section of the IMS.**

**Danny Chaney**

**Chairman**