

## Health & Safety Policy Statement

This Health & Safety Policy Statement applies to all Datalec Precision Installation (DPIs) operations, employees, contractors and business activities worldwide, irrespective of geographic location.

Datalec Precision Installations (DPI) recognises that applicable legislation, regulations codes of practice and international standards (e.g. ISO 45001) provide a benchmark for the prevention of injury and ill-health.

We shall comply with local legal requirements and apply company standards where these are more stringent. This policy aligns with recognised international frameworks such as ISO 45001.

DPI are committed to improve on the standards applicable to our operations, to prevent any injury, damage, and ill-health to employees and will utilise the best practicable means to ensure current activities cause no detriment to Health & Safety.

Every reasonable effort including both physical and financial commitment will be available, so far as is reasonably practicable, to deliver safe and healthy working conditions and prevent any damage, fire or dangerous occurrences. To achieve this, the co-operation of **ALL** managers and employees is imperative.

DPI acknowledge that only consistent commitment, application, and focus will result in negating the occurrence of accident and ill-health statistics.

The Company recognises that the implementation, monitoring and pursuance of the Company's annual H&S objectives will assist in continual improvement in Health and Safety performance.

We encourage and actively promote best practice, innovation, and continual development of our Safe Systems of Work. DPI will comply with applicable local Health & Safety laws in every country of operation. Where DPI standards provide greater protection than local requirements, the DPI standard shall prevail. Sufficient resources will always be available for the effective management of H&S.

To ensure the effectiveness of this Policy, it shall be reviewed annually and amended whenever Legal Compliance dictates or there are organisational or operational changes. Any amendments will be brought to the attention of **ALL** employees and sub-contractors worldwide.

Joint consultation with all interested parties relating to Health, Safety, Well-being and Welfare is imperative and provides the foundations for the implementation and pursuance of this Policy.

All persons must work in a manner that accidents and damage to themselves, third parties and the public are

avoided. Personnel must never intentionally, deliberately, or recklessly disregard Health & Safety and best practice or interfere with any Health & Safety measures and controls put into place.

Any breach of Health & Safety legislation or regulation may result in disciplinary action against the perpetrator. Breaches of DPI standards may also result in disciplinary action, subject to local law and due process.

Employees must comply with applicable local Health & Safety duties in their country of operation and with DPI standards. In all locations, it is the duty of every employee while at work:

- To take reasonable care for their own H&S and any persons who may be affected by their acts or omissions at work.
- To co-operate with their Employer so far as is necessary to enable the Employers duty to be performed or complied with.

The H&S Organisation is under overall control of the Group Director who is directly responsible for ensuring implementation of the H&S Policy and its requirements. The company have two appointed Health & Safety Directors who have responsibility for managing and implementing Health, Safety & Welfare across the organisation.

Health & Safety communications from the Company will be delivered by Project Managers, Supervisors and appointed Health & Safety Representatives. Regional and country management teams are accountable for local implementation and compliance, supported by the Group H&S function. Communications shall be issued in locally appropriate languages and formats to ensure comprehension across all regions.

DPI will provide employees with the necessary information, instruction and training to carry out their tasks in a healthy and safe manner. If an employee is unsure how to perform a certain task or believes it would be dangerous to perform a specific undertaking, then it is the employee's duty to report this to their Manager/Supervisor. DPI acknowledge that an effective H&S Programme requires continuous communication between workers at all levels.

It is every worker's responsibility to cease work and report any situation which could jeopardise their wellbeing or any other person, without the fear of any management repercussions or consequences.

**Stuart Richmond, Group Director**



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