



## HEALTH AND SAFETY POLICY

Ventient Energy Services Ltd (Ventient) is committed to taking all reasonable and practicable steps to aid and promote healthy and safe working conditions for its employees, and to ensure the health and safety of other persons who visit its premises or may otherwise be affected by its activities. The management of health and safety is an integral part of this and all individuals have the responsibility to ensure their own safety and that of their colleagues.

The senior management team expects all employees to recognise these responsibilities and exhibit this through their approach and attitude at work. To support this policy Ventient:

- meets or exceeds all applicable occupational health and safety legal and other requirements including BS OHSAS 18001:2007 (ISO45001).
- pursues continuous improvements in Occupational health and safety performance through the setting and reviewing of specific, measurable and accountable occupational health and safety objectives as part of the management review; and communicates them to interested parties as required.
- provides systematic devolution of responsibility for health and safety from the Senior Management Team to appropriate levels and individuals within the organisation.
- systematically identifies hazards and adequately assesses and controls risks to which employees and others may be exposed through a Risk Based approach.
- takes all reasonable steps to prevent accidents and cases of occupational related ill health.

- develops and maintains a positive health and safety culture through communication and consultation with employees and stakeholders.
- provides and maintains safe plant and equipment.
- ensures safe handling, storage and use of substances used at work.
- provides information, instruction, supervision and training as part of ensuring competence and development of employees.

The ultimate accountability for health and safety lies with the CEO of Ventient who ensures that it is given and retains the highest of priorities.

Implementation of this policy is a line management responsibility requiring commitment from all employees, consultants and contractors.

Adherence to this policy and associated procedures and policies is a condition of employment for staff and a condition of engagement for consultants and contractors.

The senior management team of Ventient reviews the policy and its implementation at least annually and updates it as required.