



## **Statement of Health and Safety Policy**

It is the policy of the David Blakey Group of Companies incorporating Airflow Design Services to provide safe and healthy working conditions, to set and maintain high standards of health and safety practice and to enlist the active support of all staff in achieving these objectives.

### **Company Policy in relation to Health and Safety at work is:**

- To promote standards of safety, health and welfare that fully comply with the requirements of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and all other relevant statutory provisions and approved codes of practice
- To identify and control hazards in order to reduce OH&S risks
- To provide and maintain safe and healthy workplaces, safe systems, and methods of work in order to protect employees and visitors, clients and customers in so far as their health and safety may be affected by the Company's activities
- To provide and maintain a safe and healthy working environment for the staff with adequate facilities and arrangements for their welfare
- To establish a framework for setting and monitoring OH&S objectives
- To provide all employees with the necessary information, instruction, training, and supervision needed to work safely and efficiently with any plant and/or equipment involved in carrying out their work instructions
- To develop safety awareness amongst employees and individual responsibility for health and safety at all levels of operation
- To encourage full and effective joint consultation on all health and safety matters with employees and safety representatives
- To continually improve the performance and effectiveness of the OH&S Management System

### **Directors responsible for health and safety**

The CEO and the Group Managing Director are jointly responsible for ensuring that the policy is implemented and that all relevant information, resources and facilities are available to employees to carry out their statutory and company responsibilities so far as is reasonably practicable.

Responsibilities for maintaining the company's Health and Safety Policy, and specific arrangements for health and safety management are set out in the company's Health and Safety Procedures Manual and comply with statutory obligations under the Health and Safety at Work Act (1974) and associated Regulations where applicable.

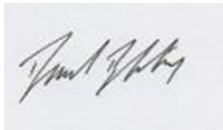
## Employees Responsibilities

Employees are reminded that they have both a legal responsibility (under Section 7 of the 1974 Act and the Management of Health and Safety at Work Regulations 1999), and a duty to take all reasonable precautions to ensure that they do not endanger themselves or anyone else who may be affected by their acts or omissions at work. Employees are required to co-operate with the Company and others in order to comply with statutory requirements and such co-operation is vital to the success of the Company's Policy.

Under Section 8 of the same Act there is a duty on everyone not to misuse anything provided, and they must not intentionally or recklessly interfere with or fail to use, or refuse to use, anything provided in the interest of their health, safety, and welfare, such as personal protective equipment, firefighting equipment or other approved equipment supplied by the Company.

Neglect of responsibilities in maintaining the company's Health and Safety Policy will be considered as gross misconduct and dealt with in accordance with the company's disciplinary procedures.

As an essential part of the company's integrated management system, this Policy will be reviewed on a regular basis to ensure that it continues to demonstrate effective health and safety management practice.



Signed :

Date : 01/01/2023

**David Blakey**  
**DBS Group CEO**



Signed :

Date : 01/03/2022

**Steve Byrne**  
**Group Managing Director**