



Health and Safety Policy Statement of Intent

John Desmond Ltd., regards occupational health and safety to be an integral part of its business activities and is committed to achieving a high level of occupational health and safety performance. To this end, the management of health, safety and welfare is to be considered as a prime responsibility by managers at all levels within the Company. The Company is further committed to:

- a. Complying with legal requirements as the minimum standard of health and safety performance;
- b. Carrying out a programme of continual cost-effective improvement in performance; and
- c. Involving and consulting our employees as appropriate.

It is, therefore, the Company's Policy to:

- a. Carry out a suitable and sufficient assessment on the risks to health and safety of employees to which they are exposed whilst at work and to persons not in our employment in so far as they come into contact with the Company or its products.
- b. Set and publish the annual occupational health and safety objectives to be achieved by the Company.
- c. Implement policies, organisational procedures, control measures and systems to monitor and review risks in order to provide a risk controlled working environment.
- d. Provide the resources necessary to implement this policy
- e. Periodically review these systems and carry out audits to ensure compliance.

To assist in achieving these aims, the Company recognises it has a responsibility to:

- a. Provide and maintain safe and healthy working conditions by taking into account current legislation and appropriate advisory literature, using current best practices.
- b. Provide the necessary resources, information, instruction training and supervision in order to enable employees to carry out their duties under this policy and to work safely and efficiently.
- c. Make available all necessary safety devices and protective clothing/equipment and to ensure that they are to the appropriate standards and are worn/used.
- d. Maintain a constant and continuing interest in health and safety matters applicable to the Company's activities by consulting and involving employees as appropriate.

The Company will ensure that employees at all levels within the Company are aware of their obligations under this policy with particular emphasis on the duty to take reasonable care of themselves and other persons who may be affected by their acts and omissions at work and to further use safely all work items provided in accordance with the training and instruction that they have received. A more detailed listing is written in the Organisation Section of the Health and Safety Manual section Employee.

The Managing Director has implemented an open door policy for health and safety matters as part of continual improvement throughout the business and furthermore has the responsibility for the health, safety and welfare of employees at work. Responsibilities in this respect and for all employees are described in the organisation and responsibilities section of the health and safety manual..

Signed:

A handwritten signature in black ink, appearing to read 'I. Desmond', written over a horizontal line.

Name:

Mr. I. Desmond
Managing Director

Date:

04 January 2022
(Next review scheduled for January 2023)