

HEALTH AND SAFETY POLICY

This policy applies to all operations of DL & FLA Harkerss Limited, including all employees, contractors and visitors across every site.

DL & FLA Harkerss Limited is committed to maintaining a safe and healthy work environment by proactively identifying hazards and taking all practicable steps to eliminate or minimise risks to the health and safety of everyone present in the workplace.

We believe that:

- No business objectives will take priority over health and safety.
- Whilst management have ultimate accountability, we all have responsibility for health and safety.
- All personnel have the responsibility to stop any job they believe is unsafe or cannot be continued in a safe manner.

To achieve this we will:

- Comply with the Health and Safety at Work Act 2015 and other legislation, regulations, codes of practice and industry standards.
- We are committed to the continual improvement of our health, safety, and environmental performance by actively challenging ourselves to enhance the effectiveness of our Health, Safety, and Environmental Management System (HWMS).
- Proactively identify risks, hazards and unsafe behaviours and take all steps to manage them as low as is reasonably practicable.
- Set measurable targets, such as incident rates, audit results, and corrective action closeout times. We will measure, appraise, and report on our performance.
- Accurately report and learn from our incidents.
- Support the safe and early return to work of injured employees.
- Assess and recognise the health and safety performance of workers, contractors and visitors.
- Require our contractors to demonstrate the same commitment to achieving excellence in health and safety performance.
- Consult and actively promote participation with workers and contractors to ensure they have the training, skills, knowledge and resources to maintain a healthy and safe workplace. This includes health and safety representatives, committees, toolbox talks, and anonymous feedback channels.
- Design, construct, operate and maintain our assets so they safeguard people and property.

Name: Virginia Terry Date: 17/1/26
Position: General Manager
DL & FLA Harkerss Limited

Rev	Issue Date	Section	Revision Details	Next Review	Author	Approved
R0	04/08/2017	All	New document	04/08/2019	SBS	
R1	24/10/2018	All	Revised document	24/10/2020	SBS	
R2	22/01/2020	All	Revised document	22/01/2021	SBS	
R3	25/01/2021	All	Revised document	25/01/2022	SBS	
R4	17/01/2022	All	Reviewed	17/01/2023	SBS	
R5	17/01/2023	All	Reviewed	17/01/2024	SBS	
R6	17/01/2024	All	Reviewed. Added 'Health and Safety at Work Act 2015' to first bullet point under the 'To achieve this we will' heading.	17/01/2025	SBS	
R7	17/01/2025	All	Reviewed	17/01/2026	SBS	
R8	17/01/2026	All	Revised first paragraph and added second paragraph. Under "To achieve this we will", revised bullet points two, four and nine. Added "Position" to signing area.	17/01/2027	SBS	