

**Olympus Global is committed to the continued development of our safety culture to ensure the safety, health and wellbeing of all Olympus Global employees.**

We aim to engage our employees in understanding their role in their own and others health, safety and wellbeing, through implementation of our strategy and range of health, safety and wellbeing signature projects on specific risk areas.

Olympus Global are committed to the following principles:

- ▶▶▶ Our leadership and senior leaders will develop, lead and promote a positive occupational health and safety culture. They will lead by example and ensure safety is never compromised. They will provide safe, healthy working conditions to ensure the prevention of work-related injury and ill health, including psychological risks.
- ▶▶▶ Our leadership team will show their commitment to our Health and Safety Strategy by ensuring there is a framework of objectives and monitor performance for their departments.

Our managers are responsible for the implementation, communication and compliance of health and safety within their areas of control. In order to fulfil their responsibilities, Olympus Global will ensure there are adequate resources which includes the Quality, Health, Safety and Environment (QHSE) Manager. Our managers with the support of QHSE are responsible for:

- ▶▶▶ Ensuring all employees, apprentices, contractors and other workers receive the appropriate information, instruction, training and supervision to enable them to work safely.
- ▶▶▶ Ensuring that all relevant occupational health and safety hazards, risks and opportunities are identified, the hierarchy of control applied and the results detailed in a suitable and sufficient risk assessment.
- ▶▶▶ Ensuring that all high risk workplace activities are managed by competent persons.
- ▶▶▶ Providing and maintaining suitable and sufficient safe systems of work, safe plant and equipment.

Every employee is encouraged to raise concerns, speak up or act if they identify an issue or concern to their manager. This is supported by our campaign of See It, Sort It, Report It and our Worksafe Policy that states, all employees will take reasonable care of themselves and others who may be affected by their acts or omissions.

We ask our employees for their co-operation on safety, health and wellbeing issues and ask that they do not interfere with, or misuse anything provided for health and safety.

All incidents will be reported, recorded and investigated promptly to determine the root cause, implement remedial actions and prevent recurrence which will be discussed at the Safety, Health and Environmental Committee Meetings. This forum encourages consultation and participation of colleagues and others on aspects of occupational health and safety.

Olympus Global are committed to ensuring fulfilment of compliance to the Health and Safety at Work etc. Act 1974 and other legislation and requirements. Olympus Global will also be working towards conformity with latest version of BS ISO 45001, Occupational Health and Safety Management Standard.

Continual improvement and promotion of an effective health, safety and wellbeing culture are key areas of the strategic direction of the business.

To meet this commitment compliance with this policy will be monitored internally. To ensure this policy is effective, we will review it annually or in light of any significant changes to our business.

It will be communicated and understood by all colleagues and made available to any interested parties via our website or on request.



**Dave Watson**

Joint Managing Director



**Keith Rice**

Joint Managing Director

Reviewed March 2025

