



Health & Safety Policy Statement

At VFML, our vision for health and safety is to always keep risk as low as reasonably practicable (ALARP) so that anyone who works with or around us can get home safe and healthy.

Top Management recognises and accepts responsibility for providing a safe and healthy working environment and to prevent injury and ill health for all workers, subcontractors, visitors, and others who may be affected by the work that we do.

The objectives and principles of the health and safety policy are to:

- Make health and safety a core value of everything we do. Health and safety should never be compromised for any other objective.
- Provide a positive safety culture in which every employee, subcontractor and visitor feels free to speak up about safety-related issues without fear of reprisal.
- Facilitate a risk-based process for the identification, assessment and control of hazards and risks.
- Ensure that the risk of physical and psychological injuries in our workplaces are eliminated, and when this is not possible, that they are reduced as low as reasonably practicable.
- Provide all employees, subcontractors and visitors with relevant information, operational controls and regular training on health and safety requirements to enable them to conduct their activities safely.
- Consult and collaborate with employees and/or their representatives and other stakeholders on health and safety matters.
- Be fully transparent in the periodic reporting of health and safety performance.
- Implement a Plan-Do-Check-Act systematic approach to ensure continual improvement of health and safety performance. This provides a framework for setting the health and safety objectives.
- Meet or exceed all applicable laws and standards, client and VFML requirements, whichever is the highest standard. Where laws and client or VFML requirements are mutually incompatible then the legal requirement will take priority.
- Be well prepared for emergencies to ensure an appropriate response.

Top Management has the overall responsibility for the health and safety policy statement including formulation, development, implementation and encouraging commitment by personnel at all levels within VFML.

The Management Representative for health and safety nominated in the IMS is responsible for the co-ordination, implementation, and monitoring of the policy throughout the organisation.

All workers, subcontractors and visitors are responsible for policy implementation by cooperating, participating, and contributing to its success through their actions and suggestions.

This policy statement is evaluated annually as part of the overall review of the IMS to ensure its stated objectives are met.

A handwritten signature in black ink, appearing to read "B. Polson".

Barry Polson – Director, Vector Free Marlborough Limited

Date: 2 June 2022