



Top Management Commitment

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

In order to realise this, it requires a commitment from me in terms of resources, systems, equipment and training. I give you my personal commitment that I regularly verify that we are supporting this value, and that I remain well informed of our health and safety performance and any concerns that you have raised.

When you raise a concern or report health and safety-related information, I give you my commitment that it will be free of any form of reprisal and that your privacy will be protected to the extent permissible by law. The reason we ask you to report is so that we can learn from the event and prevent other accidents and incidents from happening. We are not interested in apportioning blame and we will not take any action against you or anyone else unless the disclosure reveals, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or wilful disregard of the law or our procedures.

To achieve my vision for the company regarding health and safety, I am calling upon everybody in VFML and those who subcontract to us, to make a personal commitment to act safely and look out for others.

Fundamentally, my expectations are simple:

1. For every single job and task, make sure YOU have identified the health and safety risks, and have effective controls in place.
2. If you don't know - ASK! We have trained and experienced supervision, and a Health & Safety Manager who is there to assist you.
3. Follow VFML health and safety policies and procedures.
4. You have a duty, not just a right, to stop work if you feel unsafe.
5. Show civility and respect to those around you, including the communities in which we operate and our clients.
6. Make sure you are fit and well to do your job and have the necessary training.
7. Promptly report all accidents, incidents, close calls, hazards, risks and other safety-related information that may affect our ability to operate safely.

My message is a simple one – if you can't do it safely, in compliance with the law and VFML policies and procedures, then I don't want it done. Health and safety should never be compromised for any other objective.

Thank you

A handwritten signature in black ink, appearing to read "B. Polson", is located below the "Thank you" text.

Barry Polson
Managing Director
Date: 29 May 2020