

# Health and Safety Policy Statement

## Our commitment to Health and Safety

- 1.1 At Steer, we believe that the effective management of health and safety is an integral and vital part of all our business activities. We are committed to providing a high quality, safe and healthy working environment by taking all reasonable and practicable steps to safeguard the health, safety and wellbeing of all employees, visitors and anyone who may be impacted upon by our operations.
- 1.2 It is our policy and that of our employees, to conduct our business in compliance with applicable health and safety laws and regulations, company policies, core standards and best practices pertaining to occupational health and safety, and to:
- Take action to prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities;
  - Implement emergency procedures – evacuation in case of fire or other significant incident;
  - Engage and consult with employees on day-to-day health and safety conditions and provide advice and supervision on occupational health;
  - Provide and maintain equipment that is safe and without risks to health;
  - Provide information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of employees;
  - Allocate sufficient resources to enable the Health and Safety Policy to be effectively implemented;
  - Ensure that any place of work is safe, without risks to health and safety, and has adequate facilities and arrangements for welfare at work;
  - Make continual improvement of the management of health and safety an integral part of our daily activities and actions;
  - Set and periodically review health and safety objectives and performance, and to improve in light of any legislative changes and/or needs of the organisation;
  - Review this policy on an annual basis and make available to all employees and other interested parties.
- 1.3 We believe that it is the responsibility of all our employees to promote and visibly demonstrate a positive safety culture based on shared values, beliefs and expected behaviours.
- 1.4 We recognise the ever-changing obligations required by health and safety legislation, and aim to review annually this policy and the associated health and safety procedures developed to protect our employees and anyone else affected by our acts or omissions.



Hugh Jones, CEO

Dated: August 2018