



## Occupational Health & Safety (OH&S) Policy Statement

It is the policy of Imperial Ductwork Services Limited and Imperial Ductwork Manufacturing Limited to ensure, so far as reasonably practicable, the health, safety and welfare of its employees and others under its control whilst at work. We also commit to ensure the risks to those others who may be affected by our works are minimised to acceptable levels.

In order to achieve these goals, we will:

- Consult with our workforce and ensure they actively participate in the development and implementation of our OH&S systems.
- Commit to provide safe and healthy working conditions for the prevention of work related injury and ill-health.
- Comply with all applicable legislation and other relevant requirements imposed upon us.
- Set and maintain high OH&S standards at our premises and areas under our control.
- Identify and eliminate hazards and reduce associated OH&S risks and set in place procedures and workplace precautions that reduce exposure to acceptable levels.
- Ensure that all personnel are given the necessary information, instruction, training and supervision to enable them to carry out their work safely and without risks to their health.
- Ensure that our policies are communicated to all concerned and that opinions and feedback are valued and acted on where appropriate.
- Monitor the implementation of our policies and ensure that systems are in place to identify and act on non-conformances.
- Commit to continually improve our OH&S Management System through implementation of our annual strategy and on-going objectives with regular Director Meetings.
- Assess trends associated with our audit findings and look at alternative methods to assist in the operation of our installations safely.

### Significant hazards and risks and associated controls

Our significant hazards and risks have been identified and are contained in our activity risk assessments and associated safe systems of work. The control measures and procedures required to manage our significant risks are contained within our documented health and safety arrangements.

### Responsibilities

Implementation and monitoring of this policy, together with raising general awareness to our employees and contractors is the responsibility of IDSL/IDML Directors and management. The success of this policy rests with the commitment of all employees to ensure our management procedures are effectively carried out. Although accountability remains at the highest level of our business, all workers at all levels shall assume responsibility for those aspects of our OH&S management system over which they have control.

It is a condition of employment for all employees and contractors to comply with this policy, procedures, work instructions or specific instructions applicable to their designated responsibilities and duties.

A handwritten signature in black ink, appearing to read 'D. Barnes', is written over a light blue background.

Dean Barnes  
Managing Director  
July 2024