

At **Envar**, we strive to keep our people safe and healthy and prevent workplace injuries and illness. Delivering our work safely is good for our people, business, and customers. We believe it is everyone's responsibility to create and maintain a safe and healthy place of work on every job, every day.

To achieve our commitments, together, we will:

Create and improve our system:

- Develop, implement, and maintain our management system, consistent with ISO 45001.
- Comply with applicable legislation, regulations, codes of practice, licence conditions, contracts, and other requirements.
- Utilise objectives and targets to drive continuous improvement of our management system.

Embed a risk-based mindset in our business:

- Continuously improve our risk management competency and mindset, integrating it into every aspect of our business to enable our employees to identify things that can go wrong as part of their work.
- Understand the work activities that can cause serious harm and ensure that we have effective controls to protect our employees, delivery partners, customers, and the general public.

Create a common understanding:

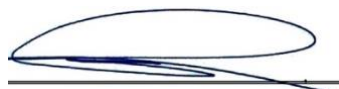
- Consult and communicate with our employees, delivery partners, customers, and other relevant stakeholders on Health and Safety matters.
- Partner with our customers to provide a working environment that ensures the safety of our employees and delivery partners.
- Engage with our employees to help identify hazards and implement effective controls to eliminate or minimise risks to health and safety.

Lead, train, and empower our people to make safe decisions:

- Foster a workplace culture that supports and values well-being and mental health.
- Provide visible and proactive leadership that encourages engagement with all employees, suppliers, delivery partners, and other stakeholders.
- Ensure our team members are trained, competent, and authorised to undertake their work activities safely.
- Empower our people to intervene, delay, or stop activities that have the potential to cause harm until effective controls are in place to eliminate or minimise the risk of injury or illness to themselves and others.

This policy is to be readily available to our employees, delivery partners, workplace visitors, customers, and other stakeholders.

My signature below is a sign of my commitment to the contents of this policy.



Luke Rowland
Managing Director
20/04/2024