

## Occupational Health & Safety Policy Statement

The provision of a healthy and safe working environment is central to jhai Ltd's commitment to the development of the positive working environment that supports the obligation to prevent injury and ill health to all relevant persons. As part of that promise, we recognise our legal obligations, under the Health and Safety at Work Act 1974, as well as other requirements such as that of the ISO 45001 standard, to provide a safe and healthy workplace for staff, contractors, visitors and others who may be affected by our activities. Jhai Ltd are committed to comply with any legal and other requirements to which we subscribe.

Occupational Health & Safety objectives are established for relevant functions and levels within the Company by Top Management to continually improve the health, safety and wellbeing of all employees. These objectives are measurable, subject to scrutiny and established at Management Review meetings.

The management of risks to health and the control of workplace hazards is the responsibility of everyone and, with the support of the health and safety management representative, all members of the company must be committed to creating a safe and healthy workplace. The senior management team leads by example in communicating in promoting this policy and will seek continuous improvement in health and safety performance.

It is vital that, as part of the positive health and safety culture, regional managers are equipped with the knowledge, competence, confidence and capacity to deal effectively with health and safety issues in support of the jhai Ltd is wider aims and objectives. As part of the company's desire to continually improve, this policy will regularly be reviewed.

Jhai Ltd, wherever practicable, will ensure that we carry out the following:

- to include Occupational Health & Safety planning into the company's integrated management system;
- to support a positive health and safety culture where everyone is aware of, and meets their responsibilities for safety and health for themselves and others;
- to define the health and safety responsibilities of all members of the company;
- to ensure that all staff have the knowledge and confidence they need to meet their individual and collective responsibility;
- to provide competent specialist advice to support good decision-making;
- to maintain and document and effective Occupational Health & Safety management system accredited to ISO 45001;
- to involve, consult and communicate with all staff and contractors on health and safety issues;
- to measure, monitor and review Occupational Health & Safety performance;
- to provide the resources necessary to meet the company's health and safety obligations; and,
- to risk assess identified hazards to identify control measures required to mitigate and/or reduce those hazards.
- to make this policy available to any interested parties by putting it on the jhai website.



Signed: Andrew Crooks  
Chief Executive

Date: January 2020