

## Health, Safety & Environmental Policy

### Scope

This policy outlines ODGroup's (including ODProjects (Holdings), ODCreate & ODInteriors) commitment to achieving the highest health, safety and environmental standards across our operations. This policy applies to all employees as well as obtaining commitment from our supply chain to comply with our policies and procedures.

### Objectives

Whilst our clients expect the best service we can provide, we must ensure that this can be achieved in a manner that protects the health and safety of our employees and others that may be affected by our activities as well as minimising our impact on the environment. This is fulfilled by:

- Providing adequate control of health and safety risks arising from our work activities
- Assessing aspects before work commences to reduce the impact on the environment
- Providing and maintaining safe plant and equipment
- Promoting the waste hierarchy
- Working with our supply chain to use energy and materials effectively
- Ensuring safe handling and storage of substances
- Consulting with our employees, providing information, instruction, and training
- Preventing accidents, work related ill-health and environmental incidents
- Promoting a safe, healthy, and environmentally friendly working environment
- Reviewing and revising this policy as necessary
- Complying with legal and regulatory requirements

### Arrangements

ODGroup aims to achieve the above through our Health, Safety and Environmental Management System that has been certified to ISO 45001:2018 and ISO 14001:2015 standards. We will reach these aims by:

- Identifying, managing and communicating risks in order to reduce the impact of our activities
- Identifying laws and regulations that are applicable to our work activities
- Ensuring our employees have the correct skills and knowledge to work safely, prevent injury and ill-health and minimise damage to the environment
- Setting yearly targets to drive continual improvement
- Developing an effective health, safety and environmental culture

### Responsibilities

- It is the responsibility of the Managing Director to review, approve and achieve this policy's aims
- It is the responsibility of Senior Management to ensure our objectives are achieved
- It is the responsibility of the Quality and Systems Manager to ensure the processes needed for the Health, Safety and Environmental Management System are established, implemented, maintained and reviewed as well as report, on the performance and any improvements needed
- It is the responsibility of the Health and Safety Consultant to monitor the safety and environmental performance on site and provide guidance where necessary
- It is the responsibility of all Managers to implement and enforce the processes and procedures defined in the Management System
- It is the responsibility of all employees to comply with this policy and company procedures



Jon Kearney  
Managing Director

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