

Armitage Group fully subscribes to the objectives and requirements of ISO 45001:2018 Occupational Health and Safety Management Systems. Our policy is based on management's belief that the wellbeing of all people employed at work, or affected by our work, is a major priority and must be considered during all work performed on our behalf. Our people are our most important asset and their health and safety, our greatest responsibility. The public shall be given equal priority to that of our employees.

We are committed to:

- Achieving an accident-free workplace;
- Making health and safety an integral part of every managerial and supervisory position;
- Ensuring health and safety is considered in all planning and work activities;
- Fostering a culture of reporting, learning and sharing;
- Involving our employees and relevant parties in health and safety related decision-making processes through regular communication and consultation;
- Providing relevant information and training to our employees ensuring the appropriate level of competency;
- Identifying and controlling all potential hazards, accidents and incidents in the workplace through hazard identification and risk analysis;
- Providing effective injury management and rehabilitation for all employees when required and;
- Continuing to meet legislation requirements.

The success of our health and safety management system is dependent upon:

- Proactive planning of all work activities with due consideration given to implementing health and safety controls suitable to each given situation;
- Ensuring all relevant parties understand the total work process and associated health and safety risks;
- Ensuring all relevant parties are aware of, and are committed to achieving our health and safety objectives;
- Ensuring that open and honest communication exists between management, all employees and relevant parties;
- The identification, review and accessibility of health and safety to ensure delivery consistency and improvement of our health and safety management system;
- Incident registration and investigation (as appropriate) and ensuing feedback is provided to employees and relevant parties to mitigate reoccurrence and;
- Continual review of our policy to ensure compliance and performance improvement.

Health & Safety Objectives 2024

1. Ensure all relevant parties and stakeholders are aware of, and adhere to Armitage health and safety policy and procedure;
2. Provide the training and information necessary to relevant parties to ensure an appropriate level of competency in health and safety related matters;
3. Ensure all employees are fully inducted and oriented to Armitage and third-party project sites in accordance with procedure;
4. Active and timely reporting of any identified risks to health and safety of all relevant parties;
5. Accurate and timely reporting, recording and investigation (where necessary) of all incidents. Where necessary an Incident Alert Notice is communicated to relevant parties within 24-hours;
6. Ensure that identified corrective action is appropriately applied within agreed timescales;
7. Ensure all Armitage-owned plant and equipment is maintained and inspected to ensure safe operation;
8. Ensure receipt of an inspection certificate before any third party-owned or hired plant and equipment is operated by an Armitage employee and;
9. Actively review our health and safety performance and system and communicate relevant feedback to relevant parties via (but not limited to) monthly management meetings, annual management review, toolbox meetings, personal performance reviews and contractor performance reviews