



OCCUPATIONAL HEALTH & SAFETY POLICY

General Policy

Submec is committed to ensuring a safe and healthy working environment for all personnel in its office, workshop and on site. Submec believes that all work-related unplanned incidents are preventable and that there is no more important factor in the undertaking of work than the prevention of injury or ill-health to people.

Objectives

Submec's objectives in fulfilling this policy are to:

- ◆ Give occupational health and safety considerations prevailing status with other primary business objectives
- ◆ Provide a safe place of work for employees, contractors and visitors and to develop safe working practices to ensure hazards to personnel are eliminated or minimised to a level that is tolerable
- ◆ Identify and comply with local HSE legislation as a minimum
- ◆ Minimise adverse impact of its activities on the public
- ◆ Ensure no work starts without confirmation that essential safety systems are in place and that where safety would be compromised, operations are suspended and the situation rectified prior to commencement.
- ◆ Audit and continually improve occupational health and safety standards and procedures
- ◆ Ensure employees are competent and adequately-trained
- ◆ Have all personnel recognise their responsibility to identify and eliminate hazards and to prevent injury to themselves and others
- ◆ Encourage all personnel to participate actively in the development of its occupational health and safety programmes
- ◆ Share occupational health and safety experience with all personnel and relevant external organisations
- ◆ Ensure that contractors and third parties clearly understand and adhere to Submec's occupational health and safety policy and standards and, where necessary, to assist them in achieving this.

Responsibility for developing and maintaining matters relating to this Occupational Health and Safety Policy rests with the Directors. Responsibility for implementation of this policy rests with Submec Management. Responsibility for application of this policy rests with all employees.

Brendan Reid
Director

