



Health, Safety and Environmental Policy

IMDEX is committed to providing a safe and healthy workplace and to protect the environment from all potential operational impact. Our systems focus on continual improvement, increasing awareness through effective communications and training, superior health & safety performance and accountability throughout the organisation.

Our goal is the prevention of accidents and pollution and we will achieve this by putting into practice the following principles, which apply to all employees and contractors engaged under IMDEX activities:

- Ensure employees understand they have the right and obligation to STOP WORK if they feel unsafe or observe an unsafe act. This must be reported to the responsible supervisor immediately
- Maintain safe systems of work that include a robust approach to hazard and risk management
- Maintain effective and open communication and consultation to ensure hazards and risks are systematically identified, eliminated, substituted or controlled
- Provide adequate information, training and supervision to all employees to assure a competent workforce
- Prioritise health, safety and the environment in the development of all new products and processes
- Prevent pollution of the environment as a result of our work practices and operations
- Comply with relevant local, national and international legal requirements, industry standards and customer specific requirements
- Report all near misses, hazards, injury and environmental incidents to record and identify causes and improvement opportunities within the Quality Alert System
- Achieve and maintain OHSAS18001 certification for operational facilities, as it creates an important framework for sustaining our health and safety management systems
- Strive to achieve IMDEX employee and location QHSE Objectives
- Include health and safety performance in the appraisal of employees and recognise accordingly.

Working safely is a condition of employment, and every employee is responsible for their own safety and the safety of those around them. The Managing Director of IMDEX Limited is accountable to the Board of Directors for ensuring this Policy is implemented throughout the organisation. IMDEX Senior and Regional Management are responsible for the implementation of the Integrated QHSE Management System to establish and maintain an effective level of due-diligence within their business areas.

Bernie Ridgeway

Managing Director, IMDEX Limited