

The primary objective of the O'Dwyer Real Estate Management (ODREM) Health and Safety Policy is to demonstrate an ongoing commitment to continuously improving Health and Safety practices throughout our organisation. Our policy will ensure that we create an accident and injury free workplace through compliance with statutory requirements and best in class procedures in line with the requirements of the OHSAS 18001:2007 standard.

ODREM places great importance on the Health and Safety of all stakeholders and recognises and accepts our obligation as an employer to provide a safe and healthy work environment.

Employees at every level are responsible and accountable for ODREM's overall safety initiatives. Employees are responsible for following all procedures, working safely and wherever possible, improving safety measures. It is essential that the principals set out in this Health & Safety Policy be faithfully applied if accidents and the resultant injuries and loss are to be prevented.

ODREM will, so far as is reasonably practicable, ensure that:

- Adequate resources are provided to ensure proper provisions exist for Health and Safety.
- Risk assessments are carried out and reviewed regularly.
- There is safe access to and egress from the work place.
- The working environment of all employees is safe and without risk to health and that adequate provision exists with regard to the facilities and arrangements for their welfare at work.
- Safe systems of work, without risk to health, are provided and maintained.
- All employees are provided with such information, instruction and training as is necessary to secure their safety and health at work and the safety of others who may be affected by their actions.
- The provision and maintenance of all equipment is safe to use and without risk to health.
- Health & Safety objectives & targets are set and monitored by the company on an annual basis to ensure continuous improvement.

ODREM will do all that is reasonably practicable to keep abreast of and to comply with new legislation and standards, as they become statutory or accepted as industry best practice.

ODREM's Health & Safety Policy is reviewed annually and amended where necessary. The policy and any amendments will be communicated to all employees through People HR and our Sharepoint platform and to all other interested parties upon request.

The success of this policy will depend on the co-operation of all persons working for ODREM. It is therefore important that you read this document carefully, be aware of this policy and understand your role in the overall arrangements for Health and Safety in our premises at Silverstone House and all other places where we carry out our work.

Signed

Date: 07/08/2018

