

	Health and Safety Policy	OHS 01	Issue No. 07
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The primary objective of the 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 ISO 45001:2018 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.
- Eliminate hazards and reduce OH&S risks.
- There is safe access to and egress from the workplace.
- The working environment of all employees is safe and without risk to health and adequate provision exists regarding the facilities and arrangements for their welfare at work.
- All employees are provided with 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.
- Provide a framework for setting OH&S objectives. OH&S objectives are set and monitored by the company on an annual basis to ensure continuous improvement.
- Fulfill legal requirements and other requirements.
- Consultation and Participation of workers.

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 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: 26/06/2025



Mark Carlin
CEO, ODREM