

Workplace Health & Safety Policy Statement

Kordia has one important objective: **Zero Harm**. We are committed to:

- Ensuring that all employees, contractors and visitors **Get Home Safely**.
- Providing a **safe and healthy workplace**.
- Fostering our **culture** of looking after people.

As a business, there are several ways we are working to achieve this:

- Through individual accountability: **See something, say something, do something**.
- By empowering our staff and contractors to **stop work** if they have any safety or health concerns (no matter how big or small).
- By sticking to our **Get Home Safely Rules**.
- By following **best practice** and using **situational awareness**.
- Regular **training** of staff; particularly those who undertake high-risk field activities.
- **Collaborating** with others in the workplace – customers, contractors and suppliers, and 3rd parties working on site.

Our commitment to you - We will seek to:

- **Eliminate or mitigate** risks to the health and safety of all persons so far as is reasonably practicable.
- Provide adequate **resources**, and **continually improve** Kordia's health, safety and well-being performance.
- Identify, assess, monitor and control **critical risk factors and other hazards**, and regularly review them.
- **Consult** with you and other stakeholders as far as reasonably practicable.
- Regularly **review** this Policy Statement and all Workplace Health and Safety policies to ensure they remain relevant.

Some ways in which you can help:

- **Do not start** work until you are satisfied that it is safe for you and those around you. Only do work that you are competent to do and have been trained to do. **Stop** work if you have any concerns. **Ask** for extra training or development that you need to safely perform the work.
- **Comply** with all legislation, rules, policies and procedures, standards and codes of practice that are relevant to what you do.
- **Eliminate or mitigate** hazards as far as reasonably practicable. Consider health and safety in the **design and planning** of all activities.
- **Speak up**. Immediately notify any near miss, hazard, incident, or other issue, or any opportunity for improvement.
- **Collaborate** with contractors/subcontractors and 3rd parties to make sure responsibilities are clear and are carried out.

I thank all employees for contributing to health, safety and well-being at Kordia. I encourage anyone that has any questions or concerns to discuss these with their manager.



Scott Bartlett
Kordia Group CEO
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