

## Health and Safety Policy

***The health & safety of everyone at our workplaces is our highest priority.***

Dowells is committed to prevention of work-related injury and ill health of its staff, contractors and visitor within its working environment. It is our policy to ensure that any work carried out within the scope of the business is conducted in compliance with the HSEQMS, ISO 45001 international standard for Occupational Health & Safety and with all applicable regulatory requirements.

Emphasis will be placed on effective management ensuring a systematic approach to the identification of risks using a hierarchy of controls and, the allocation of financial and physical resources to control these risks.

In order to deliver these responsibilities Dowells undertakes to:

Maintain a safe and healthy place of work by providing plant, equipment and systems of work which reduces risks to people's health and safety;

Promote OHS awareness within the company and encourage workers to participate in the decision-making processes;

Ensure compliance with all relevant safety legislation, regulations, codes of practice and other requirements associated with our operations;

Where any process or service is outsourced Dowells will determine criteria and methods of control to ensure conformity to our requirements and regulatory authorities.


Arrange for the effective planning, organisation, control, monitoring and review of preventative and protective measures;

Have in place a framework for setting and reviewing our OHS objectives and targets;

Train, educate and inform our workers about OHS issues that may affect their work; and

Commit to reporting OHS performance with measurable targets to ensure continued improvement.

This policy will be communicated throughout our organization and will also be made available to all external interested parties. It will be reviewed on a regular basis to ensure that it remains relevant and appropriate to our organization and the specific nature of its OHS risks and opportunities.

Signed:   
Gail Dowell  
Managing Director  
January 2024