

The Directors of the Castor Vali Group accept that they have moral and legal responsibility for the Occupational Health and Safety (OH&S) of all employees and others who may be affected by the organisation's operations. They recognise that injury, damage and loss can be avoided and that consideration for health, safety and welfare should rank equally with all other commercial considerations. Therefore they will ensure the full implementation of this policy and expect all employees to follow their example. All work will be carried out in such a manner to safeguard, so far as reasonably practicable, the health, safety and welfare of all employees and others, this will include other contractors and members of the general public.

The organisation will: -

- a) Provide safe and healthy working conditions with adequate welfare facilities for the prevention of work-related injury and ill health;
- b) Do our best to eliminate hazards and reduce OH&S risks;
- c) Ensure equipment is safe and that safe systems of work are in place;
- d) Give information, instruction, training and supervision necessary for their health and safety;
- e) Ensure articles and substances are moved, stored, maintained and used safely;
- f) Comply with all applicable OH&S legislation.

As an organisation, we shall consult with workers (or their representatives) and allow them to participate in OH&S matters, including: -

- a) Mechanisms for worker consultation and participation;
- b) Identifying hazards and assessing risks and opportunities;
- c) Determining actions to eliminate hazards and reduce OH&S risks;
- d) Determining competence requirements, training needs, training and evaluating training;
- e) Determining what OH&S information needs to be communicated and how this will be done;
- f) Determining control measures and their effective implementation and use;
- g) Investigating incidents and nonconformities and determining corrective actions;
- h) Any change which may substantially affect their health and safety at work, such as information on procedures, equipment or ways of working;
- i) Information on the likely risks and dangers arising from work, measures to reduce or eliminate the identified risks and the process to follow in the event of managing the risk ;

The Directors shall appoint competent people to assist the Company in meeting its statutory duties including where appropriate, specialists outside of the organisation to provide the necessary proficient advice on OH&S matters. Adequate funds, time and other resources shall be allocated to meet OH&S objectives. We will take all measures necessary to meet and develop all necessary requirements to continually improve our OH&S performance.

Signed by: Steve Grant
Group Managing Director
Castor Vali Group

This policy is reviewed by the CV Senior Management Team in accordance with the company's Management Review Schedule. Any changes will be communicated to all interested parties.