

## Health, Safety and Wellbeing Policy Statement

At Baseline Environmental Management Ltd, the health, safety and wellbeing of our staff and stakeholders is of the highest importance.

Our Health, Safety & Wellbeing commitment is to 'Promote a proactive culture of care and concern for each other which is focused on zero harm and a positive influence on stakeholders.'

At Baseline Environmental Management Ltd, we aim to achieve the above by:

- Competence – Ensure we comply with legal and other H&S requirements to which we subscribe in our everyday work. We also ensure clear instructions, information, training and supervision as well as suitable equipment is provided to our employees;
- Empowerment – Everyone will take an active role communicating, promoting and leading excellent performance to keep themselves and others safe and healthy;
- Culture – We will all be committed to creating a positive environment that is safe and healthy where we are all committed to each other's safety and wellbeing. Personal fitness is key to safe working in a physically demanding industry such as ours. Staff will therefore be encouraged to keep fit, have a healthy lifestyle and to engage with BEM in our efforts to put health and wellbeing at the core of our ethos;
- Continual Improvement – All our staff are expected to be fully engaged to contribute to performance improvements towards world class standards. We will continuously review our Health & Safety management methods and systems through consultation with staff and relevant parties. We will always explain the H&S decisions we make and all decisions will be evidence based and suitable for the intended goals.

BEM will manage H&S risks in the workplace and do all we can to prevent accidents and cases of ill-health of our staff and others who are affected by our actions and omissions. We will always fully investigate any incidents that occur, including near misses, and be open and honest with findings. We will implement investigation recommendations and share results in an effort to prevent future incidents. Where appropriate, we will fully cooperate with appointed persons who are in control of the areas we are working within.

We will provide working environments that are as safe as possible and provide/maintain equipment in a manner that assists hazard mitigation and risk lowering.

This policy is reinforced with methods and practices that are available for review during audit.



Stephen McAuliffe, Managing Director

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