

## HEALTH AND SAFETY POLICY STATEMENT

***Dulas recognises that the provision of a safe and secure working environment is an integral part of our business and a prime responsibility of management at every level. We want to ensure that everyone remains healthy and safe in the work environment. We believe injuries and work-related ill health are preventable so we do everything safely and responsibly, or not at all.***

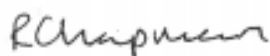
The Directors; Ruth Chapman, Rachel Munday and Gerallt Evans along with the managers and Heads of Teams; Dylan Roberts, Allen Taylor and Guy Watson of Dulas Ltd, will provide all necessary resources including financial, personnel training and equipment to ensure that our environmental management arrangements are implemented effectively.

We will provide and maintain safe and healthy working conditions, in particular ensuring, so far as is reasonably practicable, that:

- we comply with all relevant legislation and codes of practice and where appropriate improve on the performance standards they specify;
- we adopt and promote best practice in all aspects of health, safety and welfare;
- places of work are kept in a clean and safe condition, with arrangements in place for employee welfare;
- we endeavour to continually improve our health, safety and welfare management system so that work related ill health and accidents are prevented;
- we provide a working environment and management practices which promote employee well-being and good health;
- work equipment is provided and maintained in a safe condition, suitable for the task;
- we adopt safe working practices that eliminate or control significant hazards and risks to health, safety and welfare;
- all employees and contractors receive information, instruction, training and support to enable them to carry out their work with regard for their own and others' safety;
- we involve and consult directly with employees or, where appropriate, through their representatives;
- we require contractors who work for us to adopt as a minimum the same standards of health and safety as our own;
- health and safety factors are given proper consideration when any changes are made to our operation or when new equipment or substances are used;
- we investigate workplace incidents and accidents to learn from them to prevent recurrence;
- we keep all health, safety and welfare policies and procedures under review, so that changes to relevant legislation are taken into account; and
- we implement monitoring, inspection and auditing procedures to ensure the effective management of health, safety and welfare.

We will encourage all employees, contractors and visitors to be actively involved in maintaining the safest possible operating conditions and practices to ensure we achieve the highest possible standards of health, safety and welfare. We will take all reasonable steps to implement this policy.

**Signed:**



**Ruth Chapman  
Managing Director**

**Date: 17 May 2019**