

# HEALTH, SAFETY AND ENVIRONMENTAL POLICY

## APPROACH

Communis PLC strives to continuously improve our Health, Safety and Environmental (HSE) performance, integrating HSE practices as core values into our business activities and believe that this significantly contributes to the commercial success of our business.

Our goal is Zero harm to people, to provide an incident free workplace and are committed to providing protection to the environment and sustainable processes. We will conduct our business in a manner that protects the health and safety of employees, contractors and visitors at all of our operations. This policy seeks to add value to Communis by safeguarding reputation, minimising loss and increasing productivity and performance whilst protecting the environment in terms of energy usage, pollution prevention and supply chain activity.

We shall report and investigate all incidents, share lessons learned and manage any risk assessed to prevent reoccurrence. We shall provide occupational health support, promote wellbeing and carry out health surveillance for employees in safety critical roles.

## OBJECTIVES

Communis sets HSE objectives, continually monitors performance, ensures standards meet expectations and this policy continues to add value to the company and stakeholders. These are reviewed on a regular basis and set by top management annually:-

- Demonstrate proactive leadership and management for the prevention of incidents, ill-health and environmental pollution;
- Demonstrate continuous improvements of our HSE management systems to reduce HSE risk and maintain legal compliance;
- Engage and consult with personnel – ensure their competency, awareness and ability to work safely and in an environmentally responsible manner through the provision of supervision, information, instruction and training;
- Manage performance by monitoring and taking corrective action and ensure efficiency of communication for a positive HSE culture;
- Monitor and manage environmental impacts across energy usage, waste management and supply chain practices.

## SCOPE

Communis shall ensure that it conducts its business operations in accordance with all applicable country laws in which the Company operates and any other HSE requirement that the Company may subscribe to. Where applicable the business will operate and maintain our HSE management system in line with the requirements of internationally recognized standards for Environment and Health and Safety: ISO 14001 and OHSAS 18001.

Communis adopts robust and systematic work practices for governance, legal compliance and risk reduction.



## RESPONSIBILITY



The CEO is accountable for endorsing this Policy, annual review and ensuring that our subsidiaries are aware of and committed to the policy expectations. Sufficient funds and resources shall be provided to enable effective HSE management in all business operations.

Senior Management are responsible for ensuring the policy implementation is effective, setting expectations, achieving standards and are jointly accountable for HSE performance. They shall ensure there are effective systems of communication up to and including Board level, and any matters impacting upon personal safety or work environment are reported, assessed and managed.

Managers and supervisors are responsible for the provision of adequate resources, appointment of competent persons to enable continual improvement of HSE performance and to ensure legal compliance.

All employees have a responsibility for the health and safety of the people that work with us and shall ensure all employees and contractors have adequate skills through information, instruction and training to enable them to carry out their work safely and in an environmentally friendly manner. All employees have a responsibility and personal accountability by "Never walking past an unsafe act or condition". It is each employees' responsibility to ensure immediate action is taken to make it safe.

All employees and contractors that work on behalf of the company will be made aware of the policy and shall cooperate with its expectations and commitments. In the spirit of continuous improvement, this policy shall be reviewed at least annually and revised when appropriate change occurs.

Authorised by: Andy Blundell, CEO 			
Authorised by: Peter Rees, Head of Group Health, Safety and Environment 			
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