



## OCCUPATIONAL HEALTH & SAFETY POLICY

ISM is committed to provide safe and healthy working conditions for the prevention of work-related injury, ill health and the protection of mental wellbeing.

The Management Team bears the responsibility for establishing, maintaining, and implementing the systems for controlling these activities for which they are responsible. ISM ensures through induction, instruction, practical examples and training that health and safety in the workplace is the responsibility of all employees.

The organisation has a policy of continuous improvement to maintain an Occupational Health and Safety Management System that enables us to manage risk presented by our activities and facilities and the way that they are used. This will be achieved by the setting of health and safety objectives in line with the framework laid down within the ISO 45001-2018 Standard.

**ISM Ltd Occupational Health and Safety System is to provide a framework comprising of:**

- Complying with all health, safety and wellbeing employment and equality legislation and the requirements of all statutory legislation and codes of practice
- A commitment to eliminate hazards and reduce OH&S risks
- A commitment to provide safety information and training in a manner that is easily understood, to include but not limited to; Safety Inductions, Training Documentation, Toolbox Talks, Safety Meetings and Operational Compliance Audits
- Identifying and assessing significant risks and adopt preventative and protective control measures
- Reporting and investigating accidents, incidents, and near miss events, analysing trends with the objective of reducing such incidents
- Ensuring and promoting a positive health and safety culture and continuous improvement strategy
- Reviewing performance by conducting inspections, internal audits and Management Reviews
- Regular Safety Committee meetings engaging employees from all areas of the business
- The companywide Target Zero initiative encourages all employees to participate to improve the OH&S systems to prevent injury to themselves and others through the reporting of near miss events. The involvement and active co-operation of all employees will ensure that good safety practices are developed and maintained

Signed ..... M.D.