



HEALTH & SAFETY POLICY

IOT Group has a vision of an injury free workplace made possible by a continuing commitment to the highest possible standards and behavior in Health and Safety.

Each manager and supervisor is accountable for all aspects of safety performance within their area of management including the implementation of the Safety Management Plan.

All employees are responsible for their own safety, the safety of the people around them, and for applying and following Safety Systems as outlined in Company procedures in all aspects of their work.

The IOT Group Management System is aligned with the following principles for Health and Safety:

- Mutual respect and trust between people.
- Visible leadership and management commitment.
- Established, documented, communicated and reviewed measurable objectives and targets aimed at developing continual improvement and elimination of workplace injury and illness.
- Communication, assessment and management of risks.
- Consultation and engagement of the workforce.
- Continual improvement of policies and procedures that comply with legislation and are in line with industry best practice.
- Consideration for the health and well-being of all people in the workplace.
- Design and management of the working environment to minimize hazards.
- Use of proactive maintenance programs to keep our physical assets in good order and fit for purpose.
- Demonstration from subcontractors and suppliers that they embrace our safety values and principles.
- Emergency preparedness, supported by comprehensive, up-to-date emergency response plans.
- Thorough and timely incident investigations and timely implementation of corrective and preventative actions.

A handwritten signature in black ink, appearing to be 'A. Elliott'.

Andy Elliott
Regional Manager – Middle East / Asia Pacific