

Health and Safety Policy Statement



Revision:

Version 05

IMS Ref.:

GDG-GL-PO-0007-05

Date:

26/02/2024

REVISION HISTORY

Rev	Date	Author	Checker	Approver
01	10/08/2019	Julie R	_____	Paul Doherty
02	04/04/2021	Yvonne Ainsworth	_____	Paul Doherty
03	19/05/2022	Yvonne Ainsworth	Indrasenan Thusyanthan	Paul Doherty
04	06/03/2023	Camila Almeida	Michael Rogers	Indrasenan Thusyanthan
05	26/02/2024	Camila Almeida	MBM	Jonathan Bull

INTRODUCTION

Gavin & Doherty Geosolutions (GDG) recognises and accepts its health and safety duties for providing a safe and healthy working environment for all its staff and other visitors to our premises.

It is the policy of GDG to promote high standards of health and safety to ensure compliance with all of the relevant statutory requirements, including all relevant health and safety regulations in each jurisdiction where we operate.

OUR COMMITMENT

GDG is committed to the prevention of injury and ill health (physical and mental) and continual improvement in occupational health and safety management and occupational health and safety performance.

In addition to our commitment to the health and safety of our employees, it is our policy to ensure the safety of visitors and members of the public and to discharge our duties to contractors and others who may be affected by our activities.

In order for this Policy to be adequately followed, GDG's senior management team will ensure that:

- a. Sufficient resources are provided to ensure that proper provision can be made for health and safety.
- b. Appropriate numbers of suitably trained personnel are available to undertake all work activities.
- c. Sufficient resources are available to provide necessary information and training with respect to health and safety.
- d. Adequate control measures are in place to reduce risks associated with planned fieldwork to an acceptable level.
- e. Staff will be consulted and encouraged to actively participate in addressing and improving any OH&S matters.

GDG is also committed to build a strong safety culture, where everyone understands the importance of safety hence the following safety values have been disseminated to all our personnel:

1. Safety is everyone's responsibility; GDG expects everyone to be committed to safety and demonstrate this through their decisions, actions and behaviours, and within their designs.
2. No work is ever so urgent or important that it justifies doing it unsafely. If work cannot be done safely, we don't do it!
3. Don't walk by. If you see an unsafe act or situation, **make safe** and report it! GDG empowers all staff to act when witnessing unsafe behaviours.

We acknowledge the right of all individuals to refuse work that poses an immediate and serious risk to their safety or that of others. Such concerns should be reported to supervisors or the Safety Leadership Team without fear of reprisal. This commitment underscores our dedication to safety for all.

STAFF COMMITMENT

All employees of GDG are expected to discharge their responsibilities and demonstrate their commitment towards maintaining a safe and healthy work environment by complying with this Policy Statement, our Safety Values and associated procedures.

SAFETY LEADERSHIP TEAM

The Health and Safety of the business is of utmost importance. As a result, a team of experienced personnel has taken on the leadership of the business for all Health and Safety aspects and is responsible for overall policy formulation in relation to Safety, Health and Welfare and for the creation and implementation of the Safety Management System (SMS).

The Safety Leadership Team is responsible for:

- a) Reporting the activities of the SMS to Senior Management.
- b) Overseeing the establishment and implementation of the SMS.
- c) Ensuring that the safety, health and welfare objectives are set and reviewed.
- d) Ensuring that any major decisions regarding the SMS are made in a timely and efficient manner.
- e) Participating in the annual management review.
- f) Communicating Safety, Health and Welfare matters to the Senior Leadership Team
- g) Ensuring that adequate resources are provided to ensure compliance with regulatory requirements and the company's Safety Statement.

The team meets on a monthly basis to determine H&S strategy for the company and how we as a company can ensure that there is a clear demonstration of Plan, DO, Check & Act from a HSE perspective as applied to our operations.

MENTAL HEALTH AND WELLBEING

At GDG, we prioritise the mental health and wellbeing of our employees. We are dedicated to creating a work environment that not only acknowledges but actively supports those facing mental health challenges, ensuring that all team members can effectively perform their roles. To achieve this, we have implemented various initiatives:

Employee Assistance Program (EAP): GDG offers access to an Employee Assistance Program, providing confidential counselling and support services to employees and their families, helping them navigate personal challenges.

Mental Health and Wellbeing Committee: Our dedicated committee organises a range of activities aimed at promoting mental health, stress management, and overall wellbeing. These initiatives include wellbeing programs like step challenges and regular workshops designed to enhance the mental and emotional resilience of our employees.

We foster an open dialogue surrounding mental health, cultivating a culture of acceptance and understanding. Our managers are trained to recognise signs of mental distress and are equipped to provide appropriate support to those in need.

Furthermore, GDG recognises the importance of flexibility in accommodating employees' mental health needs. We provide options such as remote work and flexible hours to ensure that our team members can maintain a healthy work-life balance, which is essential for their mental wellbeing.

CONTINUOUS IMPROVEMENT

It is our intention to review this statement and the associated occupational health and safety objectives regularly, and employees are encouraged to put forward suggestions for improvements. This policy is reviewed periodically to ensure that it remains relevant and appropriate to the organisation.

This Safety Statement is communicated to all persons working under the control of the organisation with the intent that they are made aware of their individual occupational health and safety obligations and is available to interested parties and members of the Health and Safety Authority.

Signed:  _____ 26/02/2024,

Jonathan Bull, Managing Director
Gavin & Doherty Geosolutions

