

Workplace Health & Safety Policy Statement

Kordia has one important objective: **Zero Harm**. We are committed to:

- Ensuring that all employees, contractors, and visitors **Get Home Safely**.
- Providing a **safe and healthy workplace**.
- Fostering our **culture** of looking after people.

As a business, there are several ways we are working to achieve this:

- Through individual accountability: **See something, say something, do something**.
- By empowering our staff and contractors to **not start work or to stop work** if they have any safety or health concerns (no matter how big or small).
- By sticking to our **Get Home Safely Rules**.
- By following **best practice** and using **situational awareness**.
- Regular **training** of staff, particularly those who undertake high risk field activities.
- **Collaborating** with others in the workplace – customers, contractors and suppliers, and 3rd parties working on site.

Our commitment to you – We will seek to:

- **Eliminate or mitigate** risks to the health and safety of all persons so far as is reasonably practicable.
- Provide adequate **resources**, and **continually improve** Kordia's health, safety and well-being performance.
- Identify, assess, monitor and control **critical risk factors and other hazards**, and regularly review them.
- **Consult** with you and other stakeholders as far as reasonably practicable.
- Regularly **review** this Policy Statement and all Workplace Health and Safety policies to ensure they remain relevant.

Some ways in which you can help:

- **Do not start** work until you are satisfied that it is safe for you and those around you. Only do work that you are competent to do and have been trained to do. **Stop** work if you have any concerns. **Ask** for extra training or development that you need to safely perform the work.
- **Comply** with all legislation, rules, policies and procedures, standards and codes of practice that are relevant to what you do.
- **Eliminate or mitigate** hazards as far as reasonably practicable. Consider health and safety in the **design and planning** of all activities.
- **Speak up**. Immediately notify any near miss, hazard, incident or other issue, or any opportunity for improvement.
- **Collaborate** with contractors/subcontractors and 3rd parties to make sure responsibilities are clear and are carried out.

I thank all employees for contributing to health, safety, and wellbeing at Kordia. I encourage anyone that has any questions or concerns to discuss these with their manager.

This policy statement and associated procedures will be reviewed annually.



Shaun Rendell
Kordia Group CEO
Release date: 3 April 2023
Version: 8



Health &
Safety
ISO 45001

