



## HEALTH AND SAFETY POLICY

### Designated Contacts

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1. The Company will conform with all statutory legislation and recognises and accepts its responsibility as an employer for providing so far as it is reasonably practicable, safe and healthy work places and working environment, both physically and psychologically, for all its employees, volunteers, other workers and people who use Company services.
2. The Company will take all steps within its ability to meet this responsibility, paying particular attention to workplace risk assessment, health surveillance, and the provision and maintenance of:
  - (i) plant, equipment and systems of work;
  - (ii) arrangements for the use, handling, storage and transport of articles and substances;
  - (iii) information, instruction, training and supervision to enable all employees to recognise hazards and contribute positively to their own safety and health at work and to the safety and health of others;
  - (iv) access to and the condition of work places;
  - (v) welfare facilities at work;
  - (vi) to provide sufficient organisation and arrangements for the health and safety of persons not in the Company's employment that visit to carry out their duties or regularly occupy all or part of Company designated working environment.
3. Without detracting from the paramount responsibility of managers and supervisors for ensuring safe conditions at work, the Company will continue to keep under review the organisational arrangements to provide competent technical advice on health, safety and welfare matters where this is necessary to assist line management in its task.
4. All reasonable action will be taken to protect Company employees, and others who are the Company's responsibility under the Health and Safety and Work Act etc 1974 and its associated Regulations, from physical and/or verbal abuse.



5. Cameo undertakes to engage and consult with employees on day-to-day health and safety conditions and provide advice and supervision on occupational health.
6. The Company reminds all employees of their own duties under Section 7 of the Health and Safety at Work etc Act 1974 to take reasonable care in their work for their own safety and that of other workers, and for the safety of the public and to co-operate with the Company so as to enable it to carry out its own responsibilities.
7. The Company also remind employees that they should ensure they understand the health and safety precautions connected with their job and observe them, make use of the protective equipment and clothing available and report defects and hazards to their management.
8. This statement and any revision of the policies must be brought to the notice of all employees along with sufficient health and safety induction training for all new employees.
9. This statement will be reviewed, added to, or modified from time to time. Supplementary statements will be issued as appropriate cases relating to the work of particular departments or group of employees.
10. Cameo undertakes to provide adequate training to ensure employees are competent to do their work

