

Health and Safety Policy

Oceala is committed to protecting and safeguarding the health, safety and welfare of employees, visitors, contractors and others who may be affected by our operations, at both recycling facilities.

We recognise our obligations as defined by health and safety law and the high-risk nature of our operations, as such we will ensure:

- Compliance with relevant statutory provisions and regulations as a minimum
- Provision of safe and healthy working conditions to prevent workplace injury and ill health
- All necessary actions to eliminate hazards and reduce OH&S risks are taken
- Safe and well-maintained premises, equipment and facilities
- The provision of information, instruction, supervision and increased training in order to allow work activities to be performed safely and with the minimum risk to health
- That work wear, safety and personal protective equipment is available as required and employees are trained and supervised in its use
- All accidents, incidents and near misses will be investigated with the objective of preventing recurrence
- Objectives and Targets are set relating to our Occupational Health performance.

A positive health and safety culture will be promoted by our adopted vision of 'Think Safety, ACT SAFELY' and also by employee involvement in which all employees will be required to actively co-operate in the achievement of increased health and safety standards, through consultations, training and participation of workers (and/or workers representatives) at safety training events.

Furthermore, interest in health and safety will be maintained by discussions and consultations with the Health, Safety and Environmental Committee and through a programme of activities including audits and inspections.

To ensure the effectiveness of this Policy, it will be reviewed on an annual basis by the Health, Safety and Environmental Committee and the Board of Directors or at a more frequent interval if such circumstances dictate.

It is expected that personnel at all levels within the company adhere to the instruction that health and safety is equal in importance to that of their other working responsibilities and duties, however disciplinary procedure will be invoked should this Policy be disregarded.

Our commitment to this Health and Safety Policy Statement is underlined by the development of our ISO 45001 Occupational Health and Safety Management System, through which we can pursue the goal of continuous improvement.

This Policy will be made available to all employees during initial induction and updates circulated and/or posted on company notice boards. Any other interested parties can obtain a copy via a direct request to the company.

Mark Smith
Joint Managing Director

Martin Smith
Joint Managing Director

June 2021