

Occupational Health and Safety Policy

Instruous Construction is a leading Global building and project management company committed to achieving the highest attainable level of occupational health and safety working conditions for its employees, contractors, visitors and other persons throughout all areas of its activities. At Instruous Construction, all people have a responsibility for creating a safe work environment by striving to achieve zero tolerance towards hazards, incidents and accidents in the workplace.

In order to achieve this, Instruous Construction management and staff will:

- Demonstrate leadership and commitment through all its managers and supervisors.
- By continual monitoring and improvement of KPI's strive to achieve an accident free workplace.
- Provide and maintain a safe work environment, including work conditions, practices and procedures for all employees and persons who come into contact with **Instruous Construction**.
- Develop awareness throughout **Instruous Construction** by initial and ongoing education, training and supervision of all employees and contractors.
- Take all practicable steps to eliminate hazards within the workplace through hazard identification, risk assessment, control and monitoring to ensure ongoing effectiveness.
- Comply with all applicable health and safety statutory requirements as a minimum.
- Strive to continuously improve occupational health and safety management.
- Involve all our people in occupational health and safety management through consultation and contribution to identify hazards in the workplace, assessing and control risks as well as participating in the review of health and safety performance.
- Ensure that all incidents are reported, recorded and causes identified, and where injury or illness occurs, help our people to achieve full recovery through prompt treatment and injury management.
- Allocate appropriate resources to meet the commitments of the policy.

Employees also have a duty to take care of their own health and safety and that of others affected by their actions at work. In order to achieve this, each individual employee is required to:

- Comply so far as he/she is reasonably able with safety procedures and directions given by the employer or its authorized representatives.
- Not willfully interfere with or misuse items or facilities provided by **Instruous Construction** in the interests of safety and health of **Instruous Construction** employees.
- Must, in accordance with agreed **Instruous Construction** procedures, report hazards and accidents.

This signed statement of policy will be displayed at all relevant work locations.



XAVIER HART

GENERAL MANAGER

Instruous Construction

Date: September 2020 Review

Date: September 2021