



BLACKBURN GROUP HSE POLICY

At Blackburn Group, a commitment to the highest standards of occupational health, safety and the environment (HSE) is part of our approach to doing business. Safety is a core value and a major priority. The health and safety of everyone who works for our company is of paramount importance and active efforts are made to improve safety performance each year with the ultimate goal of ZERO harm.

This is achieved through:

1. Complying with statutory HSE requirements, codes, standards and guidelines;
2. Evaluating HSE risks and taking appropriate action to eliminate, minimise and effectively manage potential risks.
3. Setting up objectives and targets with the aim of reducing and eliminating work related incidents;
4. Defining and communicating clear HSE roles and responsibilities for all management and staff across the company.

Our HSE strategies include:

1. A commitment to the prevention of incidents that may lead to injuries, illnesses, pollution, property and environmental damage;
2. Providing ongoing education and training to all of our employees to ensure that all employees are able to undertake their duties in a safe manner;
3. Ensuring all HSE incidents are investigated and lessons are learnt and documented within the organisation;
4. Providing enough resources to ensure occupational health, safety and environment is a central part of the organisation;
5. Conducting regular QHSE audits to identify weaknesses and guarantee compliance with local and international standards and regulations.
6. Ensuring effective injury management and rehabilitation is provided to all employees.
7. Developing and maintaining an appropriate Integrated Management System (IMS) for the company.

This policy is standard within the organization and is available to clients and interested parties. It is reviewed annually and updated when necessary.

Signed

A handwritten signature in blue ink, appearing to read "D. Mitchell", written over a dotted line.

Managing Director, Blackburn Group