

## Health and Safety Policy

Our objective at TLI Group is to provide and maintain a safe working environment for all our employees and subcontractors. The Company is fully committed to the prevention of injury and ill health of employees, contractors and members of the public who may be affected by our activities.

We undertake to:

- Continually improve our safety management and safety performance and strive to eliminate or control foreseeable hazards and risks;
- Maintain a documented management system that encourages a systematic approach to identifying work place hazards and supports the setting up of safe systems of work;
- Comply with all applicable safety legislation and codes of practice;
- Provide sufficient resources to meet our objectives and achieve our vision of everyone home safe every day;
- Consult and communicate with employees, subcontractors and others to continuously improve safety on all projects and places of work;
- Keep our procedures under constant review in order to ensure on-going compliance with current legislation and best practice;
- Fully support all employees in their rights to cease work where the employee believes that a task or condition will endanger either themselves or others;
- To provide adequate information, instruction, training and supervision for employees;
- Provide and support employee health and wellbeing, through mental health awareness, health checks, activity challenges and overall health promotion programs.

To achieve our objectives, we require the help and co-operation of all employees and contractors to:

- Accept responsibility for achieving set Health and Safety standards;
- Take all actions necessary to secure their personal safety and that of their fellow workers;
- Comply with all relevant duties under the legislation, TLI policies, Lifesaving Rules and Safety Charter;
- Notify TLI Management of any hazards and potential hazards as soon as possible;
- Understand the consequences of non-compliance with Health & Safety rules.

This policy will be reviewed as necessary and always remain relevant and appropriate to the Company. It will be communicated to all employees and subcontractors working under the control of the organisation and prominently displayed at all TLI Group workplaces.

Safety and Health are core values and key to our success. Whether you are an employee, contractor or subcontractor, by delivering on our commitments we will achieve outstanding performance.

I look forward to working with you and to deliver an accident free workplace.

A handwritten signature in black ink, appearing to read 'John Tuite', is positioned above the printed name and title.

**John Tuite**  
Managing Director

**Date: 04/01/2021**