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|  | Work Safe Policy | Issue number: 11 | Document Reference: OSL/IMS/POL/007 |
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OSL promote, enforce and encourage a Work Safe Policy to allow personnel and subcontractors to carry out work activities without risk to their health, safety or welfare.

Where individuals feel that such work operations / activities will present a risk to their health, safety and welfare they have a right to refuse to work without recourse, until the matter is resolved, and a safe working environment is established.

This Work Safe Policy shall be implemented without recourse to discipline and we shall provide our full support to personnel and our supply chain partners through an escalation process to resolve the issue raised.

Any member of OSL or its supply chain partners personnel who has a justified reason to believe that an activity or safe system will expose themselves or others to unsafe conditions and / or unsafe acts shall:

- Immediately stop work
- Ensure that actions are taken to prevent injury and ill health
- Prevent other individuals / parties from accessing any unsafe condition
- Report the circumstances to their Person In Charge (PIC), Team Leader, Supervisor or Manager

Where no satisfactory outcome is achieved the matter shall be escalated to the Company Directors / Senior Leadership Team and Health, Safety Quality and Environmental (HSQE) Manager for further investigation.

All personnel including supply chain partners and visitors are responsible for complying with the requirements of this Work Safe Policy.

All personnel and supply chain partners shall be made aware of the Confidential Incident Reporting and Analysis System (CIRAS) during our Company induction and current contact details made available.

This Work Safe Policy shall be consulted, communicated and issued to all personnel and supply chain partners as part of their Company Induction and posted on HSQE Notice Boards and the Company intranet.

This Work Safe Policy will be reviewed at least annually or where instigated by changes to legislation, standards, organisation activities or risks associated with such activities.



Peter Roberts,
Operations Director