



HEALTH & SAFETY POLICY STATEMENT

GIA recognises that ensuring the wellbeing and productivity of employees requires that all must be done that is reasonably practicable to identify and then eliminate, where possible, potential health risks, and to implement effective risk management procedures.

Our objective is to prevent work injuries and ill health by providing a safe and healthy work environment which is free from injuries or work-related illness .

To achieve this, we pledge to:

Being committed to satisfying the applicable requirements of ISO45001:2018 and to the continual improvement of the HSEQ management system.

- Implementing and maintaining ISO45001:2018 certification;
- Educate all employees to provide an understanding of our systems and programs at all levels,
- Enforce all health policies, procedures and plans, and
- Regularly evaluate and review all systems, plans, policies and procedures to continue and to maintain a healthy workplace

We work collaboratively with our suppliers and contractors to ensure they comply with the standards applicable to GIA and those stipulated by our clients. Our commitment is not only to fulfil our obligations, but also to ensure continual improvement of our GIA management system by:

- Implementing and maintaining ISO45001:2018 certification;
- Ensure the company operates in accordance with all legislation relevant to environmental management
- Continual improvement to develop, review and implement systems to eliminate or control hazards within our organisation,
- Ensure all plant, equipment and materials are fit for purpose and maintained in a safe condition,
- Ensuring that our policies, procedures are in best practice in accordance with legislative requirements and industry standards
- Involving all employees within GIA to participate through a consultation process
- Carefully considering all possible impacts on our practices before introducing changes to the business or our operations

Our commitment is not only to fulfil our obligations, but also to ensure continual improvement of our GIA management system by maintaining ISO45001:2018 certification;

We strive to consistently meet or exceed our customers' expectations. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and industry leading business.

A handwritten signature in black ink, appearing to read 'J Maxwell', is located in the bottom left area of the page.

Jason Maxwell
Managing Director