


As part of our commitment to achieving the principles of health and safety and positive environmental outcomes in our workplace, we recognise our moral and legal responsibility to ensure that the views of workers are considered before making decisions that affect them and their workplace.

We will achieve this by:

- ❖ Developing, implementing and maintaining appropriate systems of workplace consultation, worker representation and participation in workplace changes and decisions.
- ❖ We will ensure that effectible and easily accessible communication methods are implemented, and that consultation with workers (and, where applicable, other stakeholders) is carried out.
- ❖ We will provide procedures that set out requirements for managers to consult with workers whenever they are, or are likely to be, directly affected by changes or decisions to be made.
- ❖ Workers may, if they choose, elect a health and safety representative (HSR) to represent workers in relation to health and safety matters. The company will provide any reasonably necessary resources, facilities and assistance to allow the election of a HSR, and training of HSRs as entitled under legislation. We will consult with an elected HSR in relation to any matter which may affect the health and safety of any worker in a workgroup represented by the HSR.
- ❖ We will encourage the participation of workers in work health and safety matters, including the establishment of a workplace health and safety committee (HSC) following a request to do so by any workers at the workplace.
- ❖ Consultation procedures will be agreed with workers and be in accordance with legislated requirements.

All workers will be notified of any workplace consultation, representation, and participation arrangements, and be kept informed of HSEQ matters that may affect them by posts on the company Sharepoint site (which is the Company notice board) and in regular toolbox meetings.

Workers are invited to, and strongly encouraged, to contact management directly whenever they require information or wish to discuss or report issues. The Company has an “open communication” policy. The use of company forms and online systems by workers to communicate with management is not mandatory.

Chief Executive Officer:  Date: 17 / 02 / 2023