



Health, Safety & Environmental Policy

HEALTH, SAFETY & ENVIRONMENTAL PROTECTION IS THE RESPONSIBILITY OF ALL PERSONNEL

OM Holdings Ltd (Oilmin) recognises its 'duty of care' and legal responsibilities and is totally committed to the health and safety of its employees, its contractors and to the protection of the environment. In this context, Oilmin will conduct its activities to ensure:

- Adequate resources are available to provide a safe workplace
- Appropriate mandatory HSE training is provided for all employees and contractors
- The safe operation and maintenance of all plant and equipment.
- The protection of the environment from pollution and damage.
- The prevention of personal injury and property damage to third parties, arising from the company's operations.

Oilmin expects all employees to:

- Exercise their duty of care to ensure their own and their fellow workers health and safety
- Contribute to the establishment of safe working practices and procedures
- Perform their work in accordance with HSE Management System
- Utilize all equipment and Personal Protection Equipment issued to them correctly
- Obey all practical instructions as issued by Supervisors
- Actively participate in all HSE training provided
- Exercise their 'Authority to Stop Work' if they observe an unsafe condition that might cause harm to personnel or damage to equipment or the environment

Oilmin believes that all accidents can be prevented and a safe, healthy, clean and productive working environment can be maintained through **participation, accountability, consistency, communication and training** of all employees.

Oilmin will be guided by the following principles:

- Health, Safety and Environmental Protection is an integral and integrated part of our company.
- Health, Safety and Environmental Protection is the responsibility of every employee.
- All accidents, incidents and near misses are preventable and will be investigated in order to prevent recurrence.
- All employees are encouraged to participate in discussion of risk management, accident prevention and planning.
- The Oilmin HSE Management System will be reviewed at regular intervals and updated where improvements are identified.
- Continual Improvement through measurable objectives and target setting.
- Tasks identified as having unsatisfactory risk will not be started or continued.

Dan Leahy
Managing Director

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