# Health and Safety Policy

Zenviron is a highly experienced, full-service BOP contractor specialising in the design and construction of large scale renewable energy projects. We are committed to the elimination of all injuries and work related illnesses for all people associated with our activities. No business objective comes before health and safety. It is fundamental to our success and forms an integral part of all our activities.

Our objective is to maintain a culture and health and safety management system which ensures the health and safety of all employees and subcontractors through the provision of visible safety leadership, resources, processes, education and a demonstrated commitment to this policy.

To achieve this objective, we shall:

- provide and maintain safe systems of work where hazards and associated risks are identified and controlled to as low as reasonably practicable;
- promote psychological wellbeing, and actively work towards preventing harm to employees' psychological health from our business activities;
- set health and safety targets, monitor performance and ensure learning and continual improvement;
- ensure all plant, equipment and materials are fit for use and maintained in a safe condition;
- provide competent supervision, education, instruction and information to all personnel;
- consult with and enable participation of employees regarding health and safety management;
- identify and comply with relevant legislation and industry requirements; and
- ensure that all our subcontractors comply with this policy.

At Zenviron we promote Empowering People. Through this we build autonomy that facilitates greater responsibility taking and accountability. We respect and empower our people to be creative in making informed safety decisions. We consult with our employees, subcontractor and clients to ensure that we listen and learn, and sponsor knowledge sharing.

**Carl Keating**
Chief Executive Officer / Director

**Beth Rigby**
General Manager