

Occupational Health & Safety Policy

At Havelockone, we are committed to ensuring the health, safety, and well-being of our employees, contractors, visitors, partners, and stakeholders while exceeding client expectations and complying with legal requirements. We integrate occupational health and safety (OH&S) into all our operations.

Our Commitment

1. **Leadership & Accountability** – Establish, implement, and maintain an ISO 45001:2018-aligned OH&S management system with clear roles and responsibilities.
2. **Worker Participation** – Actively engage workers in OH&S decision-making and encourage hazard reporting without fear of reprisal.
3. **Risk Management** – Identify hazards, assess risks, and implement controls to eliminate or minimise OH&S risks while addressing improvement opportunities.
4. **Compliance** – Adhere to legal, industry, and contractual OH&S requirements, ensuring continuous compliance.
5. **Training & Resources** – Provide the necessary training, competence, and resources to ensure safe and effective work practices.
6. **Safety Culture** – Foster a transparent safety culture through open communication, leadership, and recognition of positive contributions.
7. **Well-being & Prevention** – Support physical and mental well-being by addressing workplace stress, ergonomics, and occupational health programs.
8. **Emergency Preparedness** – Develop, test, and improve emergency response plans to mitigate incidents effectively.
9. **Continuous Improvement** – Monitor, audit, and enhance OH&S performance through corrective actions and preventive measures.
10. **Accountability & Recognition** – Hold all team members accountable for maintaining a safe workplace and reward outstanding safety performance.

We will communicate this commitment to all stakeholders and continuously improve OH&S performance. This policy is regularly reviewed to align with ISO 45001:2018.

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