

FEBRUARY 8, 2024

HEALTH & SAFETY POLICY

HUB Engineering Ltd is dedicated to achieving excellence in all aspects of its business, including socially, environmentally, and economically, in alignment with our long-term strategy of sustainability and growth. The Management Team, under the leadership of the Managing Director, recognizes that effective health and safety management is integral to overall business performance and will not be compromised in favour of other business concerns. Management is committed to providing a safe working environment for all employees, contractors, visitors, and any others associated with our operations, to the extent reasonably practicable.

As such, we commit to the following principles:

Risk Assessment and Management: Injuries and illnesses are not acceptable outcomes. We will conduct regular risk assessments to identify hazards, minimize risks, and establish appropriate control measures to ensure a safe working environment.

Compliance: We will maintain documented systems and procedures to ensure compliance with all applicable laws, regulations, and other requirements relevant to our business activities.

Leadership: Management will actively engage in and support health and safety initiatives, and individual performance assessments will include evaluations of managerial involvement in promoting and upholding health and safety standards.

Employee Responsibility: Every employee and contractor are responsible for their own health and safety and that of their colleagues. We encourage all personnel to voice concerns and challenge unsafe practices.


Engagement and Empowerment: We will provide information, instruction, and training to enable employees to work safely. Additionally, we will consult with our workforce and involve them in health and safety decision-making processes.

Continuous Improvement: We will set and monitor health and safety objectives and targets to drive ongoing improvement and ensure the sustainable development of our business.

Integration into Business Management: Health and safety considerations will be integrated into our business management systems and processes. We will assess health and safety implications before making decisions, involving relevant stakeholders at different levels.

Investment in Health and Safety: We will invest in health and safety measures to protect our people and ensure the well-being of all individuals associated with our operations.

Policy Review: Our Occupational Health and Safety Management System and this Policy will be reviewed annually or as needed to ensure their continued relevance, effectiveness, and alignment with the organization's objectives and specific risks.



This Health and Safety Policy statement will be communicated to all employees and made available to interested parties, either upon request or through the company website.

By adhering to these principles, we demonstrate our unwavering commitment to maintaining a safe and healthy workplace for all. Together, we can achieve our goals while prioritizing the well-being of our people and the communities we serve.

JAMIE MILLERSHIP
MANAGING DIRECTOR

