

# Health and Safety Policy Statement



**Oculus** is firmly committed to providing a healthy and safe environment for our employees, customers, subcontractors, and public, indeed everyone who comes into contact with us, at all times.

For **Oculus** to be a success, a proactive health and safety culture is critical with clarity around the roles of:

- Board
- Directors
- Senior Management
- Our people
- Our customers
- Our subcontractors

All of whom play vital roles in the continuous development of our practices.

We have a health and safety strategy which sets out how we will continue to improve in this area. We are embedding Health and Safety through the company and have clear targets that often exceed legal requirements. We will have continuous improvement at the heart of our vision, learning from experiences and by benchmarking against those who are acknowledged as demonstrating best practice. Risk is inherent in much of what we do and we will strive to continually improve the ways we manage and control risk across the whole company.

Health and Safety is the responsibility of all within Oculus, and we all have to take this individual responsibility seriously.

There is a clear expectation that this will be visibly led by Board, Directors and Senior Managers, and actions will be guided by key principles.

- Leadership will be visible and active;
- Employees will be required to take ownership and responsibility for their own and others health and safety;
- Benchmarking, learning and improving will be systematic through clear processes, reporting and measurement;
- Safety is fundamental – nothing is so important that it cannot be done safely;

We will provide the resources, information, training and supervision necessary to enable our commitments to be acted upon and met by our teams.

Where incidents do happen we will investigate to identify the root causes and take appropriate remedial and long term preventative action where this is required.

The policy itself will be reviewed annually and more often if performance or operating context demands. In addition, our Board will periodically commission an independent audit of the health and safety management system and on specific incidents as appropriate.

As a Senior Management Team we take our responsibility and accountability very seriously.