



Occupational Health & Safety Policy

Reasonable Adjustments

If you have any difficulties using this policy because of a disability, please advise your Line Manager or People & Development Team as soon as possible.

Our Purpose

At Dron & Dickson Group (DDG) our purpose is Everyone Home Safe. This reflects our commitment to ensuring that every person returns home from work safely, while promoting physical and mental wellbeing. This applies to DDG staff, contractors, visitors, and all who come into contact with our work activities.

Our systems, processes and values, coupled with our supply and services, ensure that people, plant and the environment are kept safe. This policy also aligns with DDG's strategic objectives, recognising that strong health and safety performance is integral to our long-term, sustainable business success.

Our Aim

DDG maintains an effective integrated management system, aligned with ISO 45001:2018, ensuring we conduct business in a manner that:

- Provides safe and healthy working conditions for the prevention of work-related injury, ill health and mental health issues.
- Prevents work-related accidents, illness and injury.
- Eliminates hazards and reduces OH&S risks through continual assessment and application of the hierarchy of controls.
- Seeks continual improvement of our OH&S performance by setting, monitoring, and reviewing objectives and targets.

This policy applies to all DDG business activities, including our offices, warehouses, onshore and offshore working.

We will meet this commitment by:

- Adhering to our Core Values and EHS Principles and referring to them when making key health and safety decisions.
- Eliminating hazards and reducing OH&S risks through structured risk assessments, application of the hierarchy of controls, and ongoing monitoring of workplace conditions.
- Recognising that no business objective will compromise safe working practices.
- Holding employees, supervisors and management accountable for the safety of personnel in their charge.
- Complying with all applicable legal and regulatory requirements relating to occupational health and safety
- Providing information, instruction, training and supervision as necessary to ensure competence and the health and safety of employees.
- Actively involving workers and their representatives in consultation and decision-making processes to ensure their participation in the OH&S management system.
- Continuously improving the mental health environment and culture of the company by identifying, eliminating, or minimising harmful processes, procedures and behaviours.
- Setting measurable safety objectives and targets, regularly monitoring and reporting performance against them.
- Providing adequate resources to establish, implement, maintain and continually improve the OH&S management system.

Our Responsibility

The Group Managing Director is responsible for Health and Safety at DDG and will ensure that this policy is implemented, maintained and reviewed for continuing suitability. All employees of DDG have a responsibility to assist the company to meet these objectives and provide feedback for continual improvement. This policy will be communicated to all employees and persons working under the control of DDG, made available to interested parties and reviewed at planned intervals, and whenever significant changes occur, to ensure its continuing suitability, adequacy and effectiveness.

Signed:



Date: September 2025