



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 Limited (D&D) our overall purpose is **Everyone Home Safe**. This is an encapsulation of the right for everyone to return home from work safely and promote their wellbeing; this applies to D&D staff and all who come into contact with our work activities. Our systems, processes and values, coupled with our supply and services ensures people, plant and the environment are kept safe.

Our Aim

D&D maintains an effective integrated management system, aligned to ISO 45001:2018, ensuring we are conducting business in a manner that provides safe and healthy working conditions for the prevention of work-related injury, ill health and mental health issues of our employees, contractors and the public. We are committed to the prevention of work-related accidents, illness and injury and seek continual improvement of our health and safety performance by setting objectives and targets.

This policy applies to all of D&D business activities, including our offices, warehouse locations and all on site and offshore working.

We will meet this commitment by:

- Adhering to our Core Values and Everyone Home Safe Principles and referring to them when making key decisions in relation to Health & Safety.
- Continuously improving the mental health environment and culture of the company by identifying, eliminating, or minimising harmful processes, procedures and behaviours.
- Recognising that no business objective will compromise safe working practice.
- Holding employees, supervisors and management accountable for the safety of personnel in their charge.
- Complying with legal and other requirements, responsibilities and obligations under the relevant health and safety legislation and relevant codes of practice and guidance.
- Providing information and training as necessary to ensure the health and safety of employees.
- Consulting and participating with worker / worker representatives regarding matters of Occupational health and safety.
- Using a 'Hierarchy of Controls' approach to remove, reduce or otherwise suitably and sufficiently control significant hazards and risks to employees.
- Setting quantifiable safety objectives and targets that result in improvement. Regularly monitor and report performance against these targets.

Our Responsibility

The Group Managing Director is responsible for Health and Safety at D&D and will ensure that this policy is implemented, maintained and reviewed for continuing suitability. All employees of D&D have a responsibility to assist the company to meet these objectives and provide feedback for continual improvement. This policy will be made available and communicated to all employees and reviewed annually.

Signed:



Date: May 2026