

Occupational Health, Safety & Environmental Policy

Glacier Energy Services Holdings Ltd [Glacier Energy] and its subsidiary Companies are committed to establishing and maintaining a business management system that meets the requirements of ISO 45001:2018 & ISO 14001:2015.

The Board of Directors consider the health, safety, welfare and working environment of its employees, and others who may be affected by its activities, to be of paramount importance and a key consideration in management disciplines such as production, quality and service delivery. They also recognise their responsibilities with respect to statutory duties and will meet, or exceed where reasonably practicable, the company's regulatory requirements through continuous improvement and establishing safety objectives.

Commitment to the Health, Safety and Environmental Policy is an expectation of every director, manager, supervisor and employee who works for Glacier Energy Group. Those commitments are:

Effectively Manage Safety Issues by:

- Ensuring accountability, responsibility & the allocation of resources to effectively implement this policy
- Communicating openly on our safety agenda and performance
- Complying with relevant laws, regulations and industry standards
- Ensuring employees are aware of health & safety expectations and can safely undertake their duties
- Appointing competent persons to advise upon the control of health and safety risks
- Test work methods and emergency routines to improve processes and minimise risk

Find Effective Ways to Minimise Risk by:

- Identifying and assessing health and safety hazards to prevent, control and/or mitigate the risk to the lowest reasonably practicable level

Involve All Employees, Contractors and Clients by:

- Providing appropriate information, instruction and training
- Encouraging participation of all workers in Health, Safety and Environmental impacts & improvements

Demonstrate Environmental Responsibility by:

- Monitoring and reviewing the impact of our day to day activities on the local environment
- Testing work methods and emergency routines to improve processes and minimise waste
- Monitoring and reviewing the use of energy, materials and substances to reduce environmental impact
- Ensuring waste is disposed of in an environmentally sympathetic manner by licensed & approved waste disposal contractors

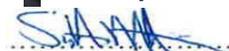
Continually Improve Our Performance by:

- Maintaining and analysing records of accidents and statistics
- Setting and implementing objectives and targets
- Taking corrective and preventative action to eliminate reoccurrence
- Sharing and implementing improvements based on the results of monitoring and reviewing this policy

This policy statement is endorsed by the Board of Directors and recognises the following signature of authority on their behalf.



Scott Martin
Group CEO



15/11/2022