



## HEALTH, SAFETY & ENVIRONMENTAL POLICY

IFS recognises that excellence in managing health, safety, and environmental responsibilities is essential to long-term success. Through effective management practices the Company aims to ensure the health and safety of its employees, minimise any adverse impacts its activities may have on the environment and to make a positive contribution to local community life.

### OUR COMMITMENT

IFS will:

- Use safe systems of work that are supported by documented procedures and compliance audits.
- Be pro-active in assessing health and safety hazards for new business, new and existing work systems, practices and equipment.
- Encourage team problem solving at all levels of the organisation to implement work practices that continually improve safety standards and productivity.
- Report and investigate incidents and implement systems and practices that will prevent the recurrence thereof.
- Ensuring compliance with relevant legislation and other requirements including best practice industry standards.
- Train managers and employees to competently perform work according to Safe Work Procedures.
- Inform all employees, contractors and clients of health, safety and environmental issues relevant to the company's operations.
- Establish measurable objectives and targets.
- Commit to the prevention of injuries and ill health to employees, clients and persons in contact with our activities.

### RESPONSIBILITIES

Management is responsible for:

- Complying with the Company's Health and Safety Standards.
- Involvement in the development, promotion and implementation of procedures that incorporate health and safety systems and practices.
- Training employees and supervisors in the competent performance of their assigned roles.
- The effective use of Company resources to meet the health and safety commitments.
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### EMPLOYEES ARE TO:

- Comply with all Company policies, procedures and systems of work.
- Report all known or observed hazards to their manager.
- Actively support the Company's safety programme.
- Contribute ideas to ensure the continual improvement of the health and safety system.

### CONSULTATION

This policy shall be communicated to all IFS employees and be available to the public. Management and employees will participate in constructive and cooperative consultation on health and safety matters and employees will be informed of any workplace change that may affect their health and safety.

This policy provides the foundation for the Company's commitment to improving HSE performance and IFS Executive Members will ensure that this policy is given effect throughout the Group and periodically reviewed to ensure that it remains relevant and appropriate to the Group's activities.

A handwritten signature in blue ink, appearing to read 'Chris Wells', is written over a horizontal line.

MR CHRIS WELLS  
CHIEF EXECUTIVE OFFICER