

HEALTH AND SAFETY POLICY STATEMENT

Spadeoak is committed to and values the health & safety of all employees and others who may be affected by its activities. Health and safety should never be compromised for other objectives.

The Directors of the Company will commit sufficient resources to: -

- Ensure that accepted health & safety standards are adopted for the management of all business activities.
- Apply sound risk management principles and techniques in the planning, implementation and review of operations.
- Develop and maintain the competence of our employees and contractors to identify, assess and manage risk.
- Integrate health & safety activities into the standard business processes.
- Promote good health amongst employees and be concerned with the prevention of occupational and non-occupational disorders and diseases.
- Establish a culture where all employees and contractors value and accept responsibility for the prevention of workplace incidents.
- Meet, and where appropriate, exceed legislative requirements.
- Ensure that the health and safety management system is effectively communicated to all employees, visitors and others who might be affected by the Company operations.
- Be committed to seeking to continually improve standards.
- Ensure sufficient resources, so far as is reasonably practicable, are made available to carry out the above.

In achieving the above objectives the Company will provide a healthy and safe workplace.

Duties and responsibilities of all employees are detailed in the Combined Health Environmental and Safety Standards Manual.



D. M. Dawe
 Managing Director
 Spadeoak

Date: January 2017