

Ishango believe that there is nothing more important than the health, safety and wellbeing of all those working for or on behalf of the business. Ishango's vision is to create an environment where no individual working for our company will be harmed, or suffer ill health, whilst at work.

We will ensure that the Health, Safety and Wellbeing of all those impacted by our activities is fully considered when planning and delivering our business activities. We will identify the hazards and risks involved in our activities, focus on eliminating these risks wherever possible, establish robust arrangements for the management of any that remain, and provide sufficient resources for the management of health and safety.

All employees and those working for Ishango are expected to comply fully with company arrangements for the management of Health, Safety and Wellbeing. We expect everyone to undertake their work safely and with due consideration to any associated risks to others who may be effected by their work

We promote an open culture where all employees and supply chain partners are encouraged to contribute to the effective management of Health & Safety in the workplace. Using feedback from our people and our supply chain, along with the routine assessment of our Health & Safety performance, we will invest time and resources to continually improve our safe systems of work.

New recruits into Ishango will be inducted into the practices of the business and into the Health & Safety arrangements we operate.

We will ensure at all times that adequate resources, equipment, information, instruction and supervision is in place as is necessary to maintain the Health, Safety and Welfare of all our employees and others who may be affected by our activities.

### **Roles and Responsibilities**

The responsibility for this Policy Statement and associated management arrangements is the direct responsibility of Ishango Directors. This policy applies to all persons working for Ishango or those working on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, contractors and suppliers.

### **Arrangements**

This Policy will be brought to the attention of all employees, supply chain partners and all other persons working on behalf of the Company. It will also be freely available to the public via the Company website.

Controls covering the management of Health, Safety and Wellbeing are contained in the company Integrated Management System (iMS). This Policy Statement, and the associated arrangements, will be routinely evaluated as part of the company performance monitoring and auditing processes. This Policy will be reviewed at least annually or in the event of any significant changes in the business.

The Health & Safety Policy Statement will be reviewed at least annually or in the event of any significant changes in the business.

### **Authorisation**

A handwritten signature in black ink, appearing to read "SB", written over a horizontal line.

**Simon Bolderson**  
Director

A handwritten signature in black ink that reads "James Morgan".

**James Morgan**  
Director

A handwritten signature in black ink that reads "Jon Kirby".

**Jon Kirby**  
Director

January 2020