

It is the policy of Obelisk to promote standards of health and safety within the company which will lead to avoidance or reduction in risks to health and safety, and to ensuring that the best practicable methods of compliance with Safety, Health and Welfare at Work related legislation and associated Codes of Practice are put in place.

We believe that consideration of safety, health and welfare are as important an aspect of management as any other management function, and management and supervisory staff are expected to carry out their duties in the full knowledge that safety considerations are necessary to prevent injury and ill-health and the costs associated with these, and to co-operate with other employers in controlling safety, health and welfare issues when sharing a place of work.

It is the policy of Obelisk, in so far as is reasonably practicable, to seek and provide safe and healthy work conditions for all employees, or of others who may be affected by business activities, and to enlist the active support of employees and sub-contractors in achieving such conditions.

Obelisk is committed to a zero-accident approach to safety, health and welfare, and is therefore committed to continuous improvement in performance by taking proactive action to manage and conduct their activities to address safety, health and welfare issues.

To this end the Company policy objectives are:

- To ensuring that the applicable legal requirements, relevant to the jurisdiction operating in, are identified and adopted as the minimum acceptable standards of performance.
- To plan for, design, organise, provide and maintain a safe and healthy working environment, safe systems and methods of work and to protect employees and others, in so far as they, come into contact with foreseeable work hazards, through a risk assessment process.
- To provide employees of all levels with information provided by the World Health Organisation (WHO) and local government if a pandemic is declared, and to put into place suitable measures to ensure a safe and healthy working environment in such circumstances.
- To provide employees of all levels with the information, training and supervision on safety and health to augment their competencies, safety awareness.
- To defining individual responsibilities and authorities for managers, and the roles and functions of employees, for safety and health performance.
- To encourage full and effective employees' participation, by consulting them and/or their safety representatives, in the identification and resolving of safety, health and welfare concerns.

To ensure these objectives are met, an operating safety management system certified to ISO 45001:2018 has been established and resourced. The safety management system encompasses periodic inspection, auditing and reviewing of safety, health and welfare performance within Obelisk. Where the needs for improvement to policy, systems, methods or procedures are identified, necessary resources will be made available to take appropriate actions.

Employees have responsibilities for their own safety, health and welfare and for their activities which can impact on, not just themselves but, other persons who may be affected by their acts or omissions at work. Accordingly, Obelisk requires that all employees comply with any safety policy, systems, methods and procedures designed to provide a safe working environment for all.

This Policy is available to all interested parties.

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Paul Ablitt
 SHEQ Director

DocuSigned by:

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Ronnie Delaney
 CFO & Board Member

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