

Occupational Health and Safety Policy

Silver Lining Convergence Ltd recognises and accepts its responsibility to provide a safe and healthy working environment for all its employees, contractors and visitors who use its premises to prevent injury and ill health, in accordance with the Health and Safety at Work Act 1974 and its associated regulations.

Silver Lining recognises the need to focus on the continual improvement of its OH&S management and performance. Our aim is to encourage a positive health and safety culture. To ensure this is achieved OH&S is actively promoted throughout the organisation through the provision of information, training, instruction, and supervision.

Silver Lining operates a 'low blame' culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisals to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence.

Emphasis is placed on effective management ensuring a systematic approach to the identification of risks and the allocation of financial and physical resources to control them. The aims and intended outcomes of the ISO45001 management system are to:

- a) Prevent work related injury and ill health to workers.
- b) Provide safe and healthy workplaces.
- c) Eliminate hazards and minimise OH&S risks by taking effective, preventative, and protective measures.
- d) Ensure continual improvement of OH&S performance
- e) Ensure fulfilment of legal and other requirements.
- f) Provide sufficient information, instruction, training, and supervision to enable employees to avoid hazards and to contribute positively to the health and safety to the health and safety of themselves and others whilst at work.
- g) Ensure participation and consultation with the employees on issues relating to OH&S.
- h) Ensure access to competent health and safety advice.
- i) Commit to reporting OH&S performance at annual company conferences.

The Managing Director takes overall responsibility for health and safety whilst the Director of Internal Operations formulates, develops, and implements the OH&S Policy within Silver Lining and requires the co-operation and support of all managers, employees, contractors and visitors in its implementation.

The MD will ensure that the OH&S Policy is reviewed periodically, at least every two years, to ensure that it remains relevant and appropriate to the organisation. This OH&S Policy will be communicated to all persons working under the control of the organisation, displayed on the company notice board at HQ and will be made available to interested parties upon request.

Allan Packer



Managing Director

July 2021