



## **Occupational Health & Safety Policy**

At Vica Group we recognise our duties under current health and safety legislation. We aim to meet the requirements of this legislation and maintain a safe and healthy working environment for our employees and any person who might be affected by our works.

The Health, Safety and Wellbeing of the employees and other who may be affected by our operations are of prime importance to the company. We drive forward our commitment to the continual improvement of our Health & Safety performance, compliance with current legislation and industry best practice to prevent work related injury and ill-health.

The company will take all reasonably steps to ensure Health, Safety and Wellbeing of our employees by:

- Providing exemplary and inspirational leadership
- Establishing objectives, targets and key performance indicators which are regularly reviewed to continually seek improvements
- Providing safe systems of work which consider not just our own employees but also others who may be affected by our operations to eliminate hazards and reduce risk
- Identifying the potential hazards, with employee's participation, associated with our operations and removing the risk where practicable
- Managing all remaining risks using robust control measures
- Providing appropriate information, instruction, training and supervision to enable persons to work safely
- Promoting a culture that actively encourages open discussion and the reporting of all safety concerns, accidents, incidents and near misses
- Investigating all incidents based on their potential severity, not just actuality, with a view to reducing accident rates by the analysis of causes and trends
- Providing advice and guidance to help understand how to work safely during the coronavirus pandemic
- Providing suitable and sufficient personal protective equipment

The Managing Director has overall responsibility of Health, Safety and Welfare and the necessary resources will be made available in order for Vica Group to comply with statutory duties and the requirements of this policy. The implementation and management of this policy will be monitored and reviewed on a regular basis to ensure it remains current and relevant to our operational activities.

Every individual working for or on behalf of Vica Group will understand the company's expectations in adhering to the requirements of this policy statement and will understand their individual responsibilities for their own wellbeing and the wellbeing of those persons who might be affected by their activities.

**Signature:**

**Name:** Sasa Treskavica

**Position:** Director

**Date:** 28/06/2023