

## OCCUPATIONAL HEALTH AND SAFETY POLICY

The company through senior management is fully committed to achieving the highest occupational health and safety (OH&S) standards. The framework for achieving this is detailed as part of the documented OH&S Management System based on ISO 45001:2018 requirements.

This occupational health and OH&S policy has the approval and commitment of the Managing Director and its implementation is the responsibility of all staff whose efforts will be co-ordinated by the BMS Director as the designated OH&S Management representative for the company.

Orion will:

- a) Ensure that OH&S Risk Assessments which are appropriate to the nature and scale of the organisations OH&S risks are fully detailed describing the hazards, risks, controls and further actions required to mitigate or remove the risk. That these risk assessments are regularly reviewed to ensure that it remains valid within the defined scope of its OH&S management system and is appropriate to the nature and scale of operational activities taking account of client and associated contractor needs.
- b) Aim to continually improve the effectiveness of the safety management system, by regular review of its performance and identification of areas for further development; these will be incorporated as target actions in SHEQ meeting minutes and where necessary included within safety objectives.
- c) Be fully committed to the prevention of injury and ill health and continual improvement of the OH&S Management System, which will be achieved, by fully implementing the drugs and alcohol policy, undertaking and communicating regular risk assessments to consider the potential for injury and ill health and hold regular OH&S meetings for the discussion of potential improvements. Taking into consideration currently documented safe systems of work and the need for their further development together with any suggestions or comments received from employees or other interested parties.
- d) Ensure that appropriate OH&S Legislation is monitored and reviewed by the BMS Director using external agencies where necessary. The purpose of the review will be to ensure that the company meets or exceeds legislative compliance at all times. Consideration will also be given to compliance with other requirements that relate to its OH&S hazards. Additional OH&S requirements which have an impact on company operations may include any client's or agency acting on behalf of the client OH&S systems, these will be followed ensuring full legal compliance at all times.
- e) Ensure that the OH&S policy is fully documented, implemented and maintained by the BMS Director working in conjunction with other members of the management team. It will be communicated to all persons working under the control of the organisation and stakeholders by use of the company notice boards, intranet and website. The company will ensure the provision of suitable information, instruction, supervision and training to enable employees and others to carry out tasks safely.
- f) Employees will receive regular consultation and communication on SHEQ matters from their SHEQ Representatives this includes a request for any suggestions or comments on the company's occupational health and safety management system.
- g) Require that the OH&S policy be reviewed periodically by the BMS Director and other members of senior management to ensure that it remains relevant to the needs and expectations of the company and other interested parties.
- h) Consider the impact of significant risks when setting and reviewing OH&S Objectives. Plan OH&S performance improvement in accordance with currently documented OH&S objectives details being managed by the use of an OH&S management programme assigning responsibilities and schedule.
- i) Ensure that there are adequate company resources to satisfy the intent and requirements of this policy and associated Occupational Health and Safety Objectives.

Signed:



Paul Savage  
 Managing Director  
 Date: 07/01/26  
 Review Date: 31/01/2