

1. POLICY STATEMENT

At Asset One Partners LLP, we are committed to ensuring the health, safety, and welfare of our team members, contractors, and any other individuals who may be affected by our operations. Our aim is to achieve a working environment which is free of work-related accidents and ill-health and to comply with all applicable health and safety regulations. We extend this commitment to the mental and physical well-being of our team, promoting a balanced approach to work and wellness. We are dedicated to:

- **Risk Management:** Proactively managing and minimising health and safety risks associated with our activities.
- **Employee Engagement:** Promoting staff involvement in health and safety matters through training, consultation, and communication.
- **Wellness Initiatives:** Encouraging participation in wellness and sport activities to enhance physical and mental health.
- **Compliance:** Adhering to all relevant health and safety legislation, policies, and procedures.
- **Continuous Improvement:** Continually improving our health and safety performance and management systems.

This policy serves as the foundation for setting our health and safety objectives and reflects our commitment to maintaining the highest standards of health and safety every aspect of our business.

2. POLICY OBJECTIVES

2.1. Enhancement of Safety Culture

- **Objective:** Strengthen the safety culture by achieving a 5% increase in proactive hazard observation by the end of the year.
- **Measurement:** Number of proactive hazard observation reports submitted.
- **Target:** 5% increase.
- **Timeline:** Annually.

2.2. Reduction of Workplace Accidents

- **Objective:** Reduce the incidence of recordable workplace accidents by 25% (or maintain at 0%) annually through enhanced safety training and risk assessments.
- **Measurement:** Incident and accident reports.
- **Target:** 25% reduction.
- **Timeline:** Annually.

2.3. Health Surveillance

- **Objective:** Implement comprehensive health surveillance for all team members by the second quarter of the year.
- **Measurement:** Completion of health surveillance protocols.
- **Target:** 100% surveillance.
- **Timeline:** By Q2 annually.

2.4. Employee Wellness Programs

- **Objective:** Promote employee well-being by facilitating and sponsoring participation in at least two company-supported sport or wellness events per year.
- **Measurement:** Participation rates in wellness and sport events.
- **Target:** Participation in two events.
- **Timeline:** Annually.

2.5. Safety Training Completion

- **Objective:** Ensure 100% of our team completes mandatory safety training sessions annually.
- **Measurement:** Training records and compliance rates.
- **Target:** 100% training completion.
- **Timeline:** Annually.

These objectives are designed to be Specific, Measurable, Achievable, Relevant, and Time-bound (SMART), ensuring that Asset One Partners LLP not only complies with current health and safety legislation but also advances our strategic goals in creating a safer and healthier workplace. These objectives will be reviewed and adjusted as necessary to respond to new legislation, changes in our operations, or industry best practices.



For an on behalf of Asset One Partners LLP

Roy Milne, Managing Partner

February 2025