

# HEALTH & SAFETY POLICY

It is the policy of **Integra Well Solutions Ltd** to comply with the terms of the Health and Safety at Work etc Act 1974, and subsequent legislation, and to provide and maintain a healthy and safe working environment.

**Integra Well Solutions Ltd's** health and safety objective is to minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace.

All employees will be provided with a working environment where risks will be eliminated or mitigated to such a manageable level where equipment, information, training and supervision will be provided as is necessary to implement the policy and achieve the stated objective.

**Integra Well Solutions Ltd** recognises and accepts their duty to protect the health and safety of all visitors to the company, including contractors and temporary workers, as well as any members of the public who might be affected by our operations.

While the management of **Integra Well Solutions Ltd** will do all that is within its powers to ensure the health and safety of its employees, it is recognised that health and safety at work is the responsibility of each and every individual associated with the company.

It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the wellbeing of any other person.

The company also recognises the importance of consultation, communication and participation for effective management. As such it will address the concerns of all relevant interested parties whether they are employee or visitor, whilst also encouraging individual employee responsibility for Health and Safety control.

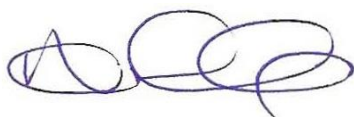
The management of **Integra Well Solutions Ltd** will provide resources to assess, train and monitor every employee to enable them to be competent to carry out their tasks safely.

Additionally, if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their immediate supervisor or the Managing Director. An effective health and safety programme requires continuous communication between workers and management at all levels. It is therefore every employee's responsibility to report immediately any situation that could expose the wellbeing of himself or herself or any other person.

All injuries, however small, sustained by a person at work must be reported to the Managing Director or a delegated representative.

Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive.

**Integra Well Solutions Ltd's** health and safety policy will be continually monitored and updated where necessary, particularly when changes in the scale and nature of our operations occur. The policy will be reviewed at least 12 months; review will ensure the processes meet the business requirements.

A handwritten signature in blue ink, appearing to read "Andy Fisher", is written over a faint, light blue circular stamp.

Andy Fisher  
Managing Director