

	<h2>General Health &amp; Safety Policy</h2>	Issue date	10 <sup>th</sup> March 2023	
		Supersedes	25 <sup>th</sup> March 2022	
		Issued by	Sinéad Hughes	

It is the policy of Manor Farm to identify, assess and control the risks to people, process, property, and the environment as required by the **Safety, Health, and Welfare at Work Act, 2005** and to ensure, in so far as is reasonably practicable, the safety, health and welfare at work of all his or her employees and other persons whom we may come in contact with, as part of our operations through the control of foreseeable hazards.

The “**Safety Statement**” is intended to make all employees and other persons aware of their responsibilities for Safety, Health, and Welfare. In addition, the various hazards are recognised, assessed and the necessary control arrangements to reduce these risks to a minimum have been taken and are set out in our health & safety statement document.

The safety, health and welfare of all employees is an important objective, and this is emphasised by the fact that safety is one of the objectives, which form part of annual staff appraisals. Safety is a condition of employment and wilful negligence in safety will result in disciplinary action.

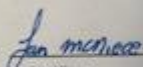
In recognition of our responsibility under the Safety, Health and Welfare at Work Act 2005, and other legislation relevant to our operations, the Company commits itself to:

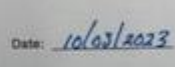
- Providing and maintaining a safe and healthy work environment and conditions, taking account of statutory requirements and best practice.
- Assess, review, and update all site activities and processes to identify workplace risks in the form of physical, chemical, and biological hazards. To put in place required engineering, administrative and PPE controls to eliminate and minimize the potential effect of these hazards.
- Provision of training and instruction, to enable employees to perform their work safely and effectively.
- Making available all necessary safety devices, and protective equipment and supervise their use.
- Maintaining a constant and continuing interest in health and safety matters pertinent to the Company's activities, through employee involvement and communication.
- Maintaining compliance with site safety requirements and ensuring, contractors working for the Company comply with the Company's safety requirements.
- Keeping this safety policy and other relevant health & safety documents under review, with updates and changes communicated to employees.
- Behaviour Based Safety management approach to ensure ongoing health & safety & welfare encouragement, compliance, and employee feedback

Employees are reminded that they have a legal duty under the **Safety, Health, and Welfare at Work Act, 2005** to take reasonable care for the health, safety, and welfare of themselves and of other persons who may be affected by their acts or omissions at work. Employees are invited to contribute to the improvement of Safety, Health, and Welfare in the Company by making suggestions for improvement to their Manager. Safety, Health, and Welfare affect each, and every one of us and we collectively have a duty to know what is required and to carry out our part.

Manor Farm will continue to work towards achieving Zero Harm on site through process risk assessment and operating procedure training, work environment development and a behaviour base safety management approach.

Manor Farm understands its responsibility to mitigate and respond in line with HSE Guidelines and under the 2005 Safety Health and Welfare at work act in protecting its employees from the COVID-19 pandemic. The Company has conducted a specific risk assessment and introduced relevant controls to mitigate the risk to its employees.

Signed:   
 Ian Mc Niece  
 Manor Farm Operational Director

Date: 

**Signed:**

**Date:** 10<sup>th</sup> March 2023

**Ian Mc Niece**  
**Manor Farm Operations Director**