



Cougar Monitoring Health & Safety Policy

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Position: HR & Compliance Manager

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Health & Safety Policy

It is the policy of the company to perform all work in the safest practicable manner, consistent with good practice to work in accordance with statutory health and safety and within the framework of 18001. The health, safety and welfare of our employees and all those likely to be affected by our operations is the responsibility of management and to this end, adequate resources will be made available to ensure the success of this policy.

While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees themselves. It is the duty of each employee to take reasonable care of their own and other people's health, safety and welfare and to report any situation which may pose a serious or imminent threat to the well-being of themselves or of any other person.

The Company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses. The Company will pay particular attention to:

- The provision and maintenance of equipment and systems of work to ensure they are safe and without risks to health.
- The provision of all necessary information, instruction, supervision and training to ensure the health and safety at work of employees and others.
- The provision of safe means of access to, and egress from, places of work.
- The maintenance of a working environment that is safe, without risk to health and provides adequate facilities and arrangements for the welfare of the employees.
- The Company also recognises its 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 the Company's work operations.

The company also commit to:

- prevention of injury and ill health
- continual improvement in health and safety performance
- comply with applicable legal requirements
- establishing H & S objectives and reviewing these periodically
- communicating to all persons our intentions and their obligations