

Occupational Health, Safety & Wellbeing

The policy of ABM Ireland in respect of occupational health, safety and wellbeing (OHS&W) is to conduct our affairs so as to ensure, so far as is reasonably practicable, the safety, health and wellbeing of employees and others who may be affected by our work and activities.

Our core occupational health and safety objective is to provide a safe and healthy place of work for our staff to reduce the potential for any adverse effects on their physical, mental or cognitive health.

We recognise the direct link between looking after the health and wellbeing of staff and the delivery of high-quality services. Workplace health and wellbeing is a state of being which enables each employee to reach and maintain their full potential in the workplace by ensuring their work ability through the promotion of mental, physical, emotional and psychological health and wellbeing.

It shall be the duty of all employees to take reasonable care for the safety, health and wellbeing of themselves and other persons who may be affected by their acts or omissions. While ABM has the obligation of providing healthy and safe working conditions, all employees have responsibility for the promotion of a safe and healthy workplace within the organisation. Health, safety & wellbeing is a core strategic pillar within our organisation's strategy and as such is at the top of the agenda in everything we do.

With this in mind, we are committed to:

- Ensuring our Leadership are actively involved in the improvement OHS&W performance and advocate for a positive OHS&W culture
- Providing effective oversight and resources for our certified ISO 45001 OH&S management system and related OHS&W programs and initiatives
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health
- Complying with our OH&S legal and other regulatory requirements
- Maintaining a safe working environment by eliminating hazards where possible and reducing OH&S risks through the use of the hierarchy of controls
- Continually improving the OHS&W management system to drive performance improvements
- Introducing and promoting safety, health and wellbeing initiatives throughout the organisation to embed a positive OHS&W culture and tackle mental health and stress related issues
- The consultation of relevant stakeholders (i.e. workers and their representatives) and their participation in the decision-making processes on OHS&W performance measures and proposed changes where relevant
- Communicating this Policy internally and externally, ensuring that it is understood and its principles are embedded within our organisation

Signature:

A handwritten signature in black ink, appearing to be 'Ian Anderson', written over a white background.

Ian Anderson
Managing Director