HORSTMAN A RENK GROUP COMPANY Horstman Defence Systems Ltd. Locksbrook Road, Bath, BA1 3EX	**Horstman Defence Systems Limited**	Document Ref: HDS-OHS Policy	
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		Revision:	2
	Occupational Health & Safety Policy	Date:	01/12/2024

The continuing policy of Horstman Defence Systems Limited is to provide a professional and efficient OH&S policy to meet our commitment to improving health and safety performance. This will be delivered through the framework of our OH&S Management System, in line with the requirements of ISO 45001:2018.

The Management Team bears the responsibility for establishing, maintaining and implementing the OH&S system, and setting OH&S objectives in order to plan and monitor delivery. The OH&S policy will be the Managing Director's ultimate responsibility to ensure the management of health and safety is adequately resourced and maintained.

Horstman Defence Systems Limited is committed to:

- Complying with its legal duties, codes of practise and other agreed conditions of operation in order to provide a safe and healthy working environment for its employees and other people affected by the company's activities. Where possible and practicable the company will exceed the minimum requirements of applicable legislation.
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OH&S related issue;
- Identifying hazards, risk assessment and implementing control measures to eliminate or reduce risk to health and safety of employees, visitors and third parties by our activities;
- Providing all employees, contractors and visitors with relevant information, operational controls and regular training on OH&S requirements to enable them to conduct their activities safely;
- Consulting and collaborating with employees and/or their representatives and other interested parties on OH&S matters;
- Implementing a Plan-Do-Check-Act systematic approach to ensure continual improvement of OH&S performance;
- Meeting or exceeding all applicable health and safety laws and regulations in relation to the activities the company carry out.
- Having health and safety as its top priority for all employees.

Our policy cannot be implemented without the full co-operation and support of all Horstman Defence Systems Limited employees and subcontractors who are expected to play a full and active part in putting this policy into practice. Employees are encouraged to raise any concerns and suggestions for improvements in the safe working arrangements at all levels within the Company. Safe working is a team effort with everyone playing a vital part.

Safety in all our activities can only be ensured if all employees take an active interest in the safety of the activity or work they are doing and follow agreed safe methods of work. Every individual in the Company has a legal and moral responsibility for the safety of themselves, the people they work with and any other person that could be affected by their work.

Horstman Defence Systems Limited will ensure that adequate management and administrative resources are provided to put this Policy into effect in recognition of all its obligations outlined above.

This Policy will be annually reviewed and modified accordingly. Safety and health issues are an integral part of all work; any initiative or comment from anybody will always be welcomed to improve this Policy.

Signed: Jon Everett ..... Jon Everett, Managing Director