

Due South Group

Health, Safety & Wellbeing Policy

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Foreword from the Chief Executive

The health, safety and wellbeing of our people is our highest priority.

No commercial objective, programme milestone or project deadline is more important than protecting the lives, health and wellbeing of our employees, contractors, partners and the communities in which we work.

Due South Group is committed to providing a safe and healthy working environment wherever we operate. We believe that strong leadership, effective planning, competent personnel and a positive safety culture are essential to the successful delivery of every project.

This Policy sets out our commitment to preventing injury and ill health, promoting wellbeing and ensuring that health and safety considerations are integrated into every aspect of our business.

Steven Edwards
Chief Executive Officer

1. Purpose

The purpose of this Policy is to establish the framework for managing health, safety and wellbeing across all Due South Group activities.

Our objectives are to:

- Prevent work-related injury and ill health.
- Protect employees, contractors, visitors and members of the public.
- Promote physical and mental wellbeing.
- Foster a positive safety culture.
- Comply with applicable legal and contractual requirements.
- Continually improve health and safety performance.

2. Scope

This Policy applies to:

- Directors.
- Employees.
- Consultants.
- Contractors.
- Temporary workers.
- Visitors.
- Suppliers working under the Company's control.

The Policy applies to office environments, project sites, travel, meetings, humanitarian operations and all activities undertaken on behalf of Due South Group.

3. Our Safety Principles

We believe that:

- Every incident can be prevented.
- Safety is everyone's responsibility.
- Good planning reduces risk.
- Competence is essential.
- Open reporting improves performance.
- Learning never stops.
- Wellbeing supports safe working.
- Leadership sets the standard.

4. Leadership Responsibilities

The Chief Executive has overall responsibility for health, safety and wellbeing within the Company.

Managers are responsible for:

- Providing visible safety leadership.
- Ensuring suitable risk assessments are completed.
- Implementing safe systems of work.
- Providing appropriate supervision.
- Ensuring personnel receive relevant training.
- Investigating incidents.
- Promoting continual improvement.

Every individual has a personal responsibility to work safely and to protect others who may be affected by their actions.

5. Safe Working

Due South Group will:

- Identify workplace hazards.
- Assess risks before work begins.
- Develop appropriate control measures.
- Provide suitable equipment.
- Ensure work is properly planned.
- Monitor safety performance.
- Encourage proactive reporting of hazards.

Personnel have the authority and responsibility to stop work where there is a reasonable belief that continuing would present a serious risk to health or safety.

6. Risk Assessments

Suitable and proportionate risk assessments shall be undertaken before commencing significant work activities.

Risk assessments should consider:

- The nature of the work.
- The working environment.
- Equipment and materials.
- Competence of personnel.
- Environmental conditions.
- Public safety.
- Emergency arrangements.
- Security considerations.

Risk assessments shall be reviewed whenever circumstances change.

7. Training and Competence

The Company will provide training appropriate to each person's role.

Training may include:

- Health and safety induction.
- Site safety awareness.
- Manual handling.
- Working at height.
- Electrical safety.
- Fire safety.
- First aid.
- Defensive driving.
- Travel security.
- Cultural awareness for international assignments.

Personnel must not undertake work for which they are not competent or authorised.

8. Health and Wellbeing

Due South Group recognises that employee wellbeing contributes directly to safe and successful project delivery.

We are committed to promoting:

- Physical health.
- Mental health.
- Work-life balance.
- Respectful working relationships.
- Access to support where appropriate.
- A workplace free from bullying, harassment and discrimination.

Managers are encouraged to identify early signs of stress or fatigue and to provide appropriate support.

9. International Operations

Many Due South Group projects are undertaken in environments where additional risks exist.

Before international travel or deployment, appropriate consideration shall be given to:

- Security conditions.
- Political stability.
- Health risks.
- Vaccination requirements.
- Local emergency services.
- Accommodation standards.
- Transportation arrangements.
- Communication systems.
- Medical evacuation arrangements where appropriate.

Project-specific health and safety briefings shall be provided where necessary.

10. Contractor Management

Contractors are expected to meet standards equivalent to those required by Due South Group.

Contractors shall:

- Work safely.
- Comply with site rules.
- Report incidents.
- Cooperate with inspections.
- Maintain appropriate competence.
- Manage their own personnel responsibly.

Contractor performance may be monitored throughout the project.

11. Incident Reporting

All accidents, injuries, dangerous occurrences and near misses must be reported promptly.

Incident investigations will seek to:

- Understand what happened.
- Identify root causes.
- Prevent recurrence.
- Share lessons learned.

The objective of reporting is continual improvement rather than blame.

12. Emergency Preparedness

Appropriate emergency arrangements shall be established for each workplace and project.

Emergency planning may include:

- Fire response.
- Medical emergencies.
- Severe weather.
- Security incidents.

- Utility failures.
- Evacuation procedures.
- Communication arrangements.

Emergency procedures shall be communicated to relevant personnel.

13. Occupational Health

Where appropriate, the Company will seek to:

- Reduce occupational health risks.
- Encourage healthy working practices.
- Support early intervention.
- Promote fitness for work.
- Protect employees from foreseeable health hazards.

14. Environmental Health

Due South Group recognises the relationship between environmental management and health.

Projects shall seek to minimise:

- Dust.
- Noise.
- Pollution.
- Hazardous substances.
- Waste.
- Environmental contamination.

15. Monitoring and Review

Health, safety and wellbeing performance will be monitored through:

- Workplace inspections.
- Risk assessment reviews.
- Incident reporting.
- Lessons learned.

- Management reviews.
- Internal audits where appropriate.

Performance indicators shall be used to identify opportunities for continual improvement.

16. Responsibilities

Every person working on behalf of Due South Group is responsible for:

- Taking reasonable care of their own health and safety.
- Protecting colleagues and members of the public.
- Following Company procedures.
- Reporting hazards and incidents promptly.
- Participating in relevant training.
- Promoting a positive safety culture.

17. Continuous Improvement

Due South Group is committed to continually improving health, safety and wellbeing through leadership, learning, innovation and engagement with our workforce and project partners.

18. Review

This Policy shall be reviewed annually or following significant changes to legislation, organisational activities or operational risk.

19. Our Commitment

Due South Group believes that every person has the right to return home safely at the end of each working day.

Through effective leadership, competent management and a culture of mutual care and responsibility, we are committed to protecting the health,

safety and wellbeing of everyone affected by our activities and to delivering projects that are safe, sustainable and professionally managed.

I would make one further enhancement as we continue building the governance suite. Given your work in Sudan and other higher-risk environments, I recommend developing a dedicated **International Travel, Security & Field Operations Standard** as a companion document. Rather than including detailed security procedures in this policy, that separate standard could address travel approvals, security briefings, medical preparedness, emergency communications, incident response, accommodation, vehicle safety and evacuation planning. It would be particularly valuable for demonstrating that Due South Group has appropriate arrangements for personnel deployed to complex operating environments.