

Health & Safety Policy

Scope

This policy outlines ODGroup's (including ODProjects (Holdings), ODCreate & ODInteriors) commitment to achieving the highest health and safety standards across our operations. This policy applies to all employees as well as obtaining commitment from our supply chain to comply with our policies and procedures.

Objectives

Whilst our clients expect the best service we can provide, we must ensure that this can be achieved in a manner that protects the health and safety of our employees and others that may be affected by our activities as well as minimising our impact on the environment. This is fulfilled by:

- Providing adequate control of health and safety risks arising from our work activities
- Providing and maintaining safe plant and equipment
- Ensuring safe handling and storage of substances
- Consulting with our employees, providing information, instruction, and training
- Preventing accidents, work related ill-health and environmental incidents
- Promoting a safe, healthy, and friendly working environment
- Reviewing and revising this policy as necessary
- Complying with legal and regulatory requirements

Arrangements

ODGroup aims to achieve the above through our Business Management System (BMS) that has been certified to ISO 45001:2018 standard. We will reach these aims by:

- Identifying, managing and communicating risks in order to reduce the impact of our activities
- Identifying laws and regulations that are applicable to our work activities
- Ensuring our employees have the correct skills and knowledge to work safely, prevent injury and ill-health.
- Setting yearly targets to drive continual improvement
- Developing an effective health and safety culture

Responsibilities

- It is the responsibility of the Managing Director to review, approve and achieve this policy's aims.
- It is the responsibility of Senior Management to ensure our objectives are achieved.
- It is the responsibility of the Health & Safety Advisor to ensure the processes needed for the Business Management System are established, implemented, maintained and reviewed as well as report, on the performance and any improvements needed.
- It is the responsibility of the Health and Safety Advisor to monitor the safety performance on site and provide guidance where necessary.
- It is the responsibility of all Managers to implement and enforce the processes and procedures defined in the Management System.
- It is the responsibility of all employees to comply with this policy and company procedures.



Jon Kearney
Managing Director

Date: 17th September 2025