

Health & Safety Policy

It is our intent to manage our business in a way that reduces the risk of accidents and ill health to all of our employees and third parties; we will do this by making the review of our safety performance and any improvements an integral part of how we manage our business.

To achieve this, Skonto Plan Ltd requires everyone connected with our activities and working on our behalf to:

- Respect our stakeholders and our values,
- Reflect on lessons learnt and their actions,
- Protect the work environment and each other,
- Adopt similar high standards of H&S.

By following these principles, we will ensure that H&S risk management forms an integral part of our day-to-day working practices and alignment with the H&S vision locally and globally. We are committed to:

- Proactively manage H&S risks and plan our operations taking those risks into account.
- Comply with the requirements of all applicable H&S laws and regulations and apply industry best practice where legislation is lacking.
- Invest in building a competent and capable organisation to deliver consistently high levels of operational and H&S performance, supported by strong visible H&S leadership.
- Maintain a safe working environment by implementing safe systems and taking responsibility for the health and wellbeing of our staff and contractors.
- Monitor our progress against strong H&S objectives and targets to continually improve our performance.
- The prevention of accidents and cases of work- related ill health with the provision of adequate controls, for the elimination of health and safety risks arising from work activities.
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- The provision of adequate training to ensure employees are competent to do their work.
- Regular engagement and consultation with employees on health and safety issues and the provision of advice and supervision on occupational health matters.
- The review and implementation of emergency and business contingency procedures, with suitable mitigation and controls throughout all of our undertakings and that of our clients.
- The maintenance of safe and healthy working conditions, with the provision and maintenance of safe plant, equipment and machinery, and the safe storage/use of substances.

Responsibility:

The ultimate responsibility for health and safety matters is with the Chief Executive of Skonto Plan Ltd. It is the responsibility of each and every employee within their specific area of responsibility to implement this policy.

This Policy will be kept up to date, particularly as the business changes in nature and size.

All associates and employees are informed about The Health & Safety Policy Statement and it is publicly available in the company's website www.skontoplan.com

Raimonds Freimanis
CEO

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