

OCCUPATIONAL HEALTH POLICY

DWI is committed to providing a sound and healthy workplace for its employees and subcontractor by involving them in the promotion of healthy work practices and lifestyles.

In all DWI works employee welfare and mental health is considered a core value, which is reflected by our emphasis on systematic management and control of health risk throughout DWI activities.

We demonstrate our commitment to this policy through the implementation of health management, surveys and reporting and positive promotion of a healthy lifestyle among the company's employees and subcontractor. This includes contracted and third-party personnel.

By means of target setting, awareness, and training combined with monitoring and analysis, we aim to continuously improve Occupational Health in our workplace.

This is achieved by:

- Management commitment throughout the organisation
- Notices and reminders sent to supervisors on managing of mental health.
- Maximum exposure limits adhered to, and welfare made available to prevent fatigue.
- Employee involvement in Occupational Health reporting and initiatives
- Compliance with the principles of ISO 45001
- Complying with or exceeding applicable Occupational Health laws and regulations
- Positive promotion of health and well-being at work and supporting a healthy lifestyle
- Monitoring of health management through surveys and reporting for improvement purposes
- Systematic management and control of health risks
- Workplace assessment and monitoring of the working environment
- Fostering of continual improvement of Occupational Health by promoting best practices and by establishing clear objectives and targets
- Objective settings and periodical reviews at all levels of the organisation
- Encouragement and integration of environmental considerations into business planning and decisions.

In the scenario in which an employee is absent from work due to long term sickness (4 weeks or more), DWI, (where possible) shall conduct a home visit to ascertain if DWI can assist the employee with their rehabilitation in any way.

On return to work, all DWI employees and subcontractor are subject to a Return-to-work interview to ascertain whether they are fit to resume employment.

Where an employee has various occasions of absence due to the same issue, DWI will consider sending the employee to an external occupation health doctor, offering support to the employee in their efforts to regain full health.

Signed



Dan Walters
Managing Director

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