JETREFUEL AVIATION	**JETREFUEL** **Energy Services Limited** RC No. 9889604	Doc. No. JESL-HS-POL-001 Issue On approval Version 0.7 Sheet 1 of 1

HEALTH AND SAFETY POLICY

We commit to safe, healthy work and preventing work-related injury and ill health. This policy covers employees, contractors, visitors, off-site work and all affected by activities we undertake or control.

Leadership and resources. Management will assign responsibilities, provide competent supervision and adequate resources, and ensure commercial or delivery pressures never override safe work.

Applicable requirements. Identify, fulfil and regularly evaluate compliance with applicable legal, regulatory, airport and contractual requirements and other adopted commitments.

Risk control. Identify hazards; eliminate where possible and reduce remaining risks using the hierarchy of controls. Assess new work and changes to people, equipment, processes, sites or contractors.

Aviation fuel operations. Use approved procedures to control fire, ignition, static electricity, fuel exposure, spills, vehicle movements and aircraft interfaces. Only competent, trained, authorised personnel may handle fuel or refuel aircraft. Inspect and maintain equipment; provide suitable employee protective equipment free of charge.

Contractors and visitors. Assess contractor competence; communicate hazards and rules; coordinate activities and monitor performance. Instruct and supervise visitors. Agree contractor protective-equipment duties before work.

Worker participation. Consult workers and representatives in safety decisions. Anyone may stop work believed unsafe and report in good faith without retaliation. Resume only when the responsible supervisor verifies effective controls.

Health and welfare. Address fitness for duty, fatigue, heat stress, noise, manual handling, hazardous substances, psychosocial and relevant climate-related risks. Provide suitable welfare arrangements.

Emergencies and learning. Coordinate and practise emergency arrangements with site operators. Report and investigate incidents and near misses; take corrective action and meet applicable notification rules.

Monitoring and improvement. Set measurable safety objectives, monitor preventive actions and incidents, and review performance for continual health and safety management-system improvement. Encourage honest reporting.

Management is accountable for implementation. Supervisors verify readiness. Workers and contractors must follow authorised procedures, use safeguards and report concerns promptly.

Policy owner: management-appointed health and safety lead. Review annually and after significant incidents or material change. Communicate at induction; make the approved policy available to interested parties.

SIGNED

MANAGEMENT