

Health and Safety Policy Statement, January, 2020

Eventful Management GmbH maintains and encourages an active company Health and Safety Policy commensurate with German and European practices, and in accordance with EU Council Directive 89/391/EEC for the protection of our employees, partners and clients. For on-site activities in the principal execution of our business we apply the standards encompassed in sub-directive 92/57/EEC

A copy of our current general statement of health and safety policy can be found in Part I of this document. This sets out our commitment to provide and maintain safe working conditions for our employees and others who may be affected by our activities

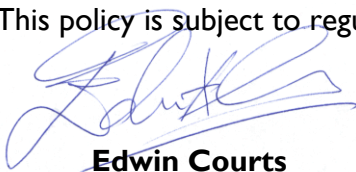
We ensure that the objectives of this statement are communicated to our employees and sub-contractors, through induction training and written Health and Safety guidelines. We will monitor progress towards these objectives at senior management level and we review them annually in consultation with our employees and other interested parties.

To meet the objectives of our health and safety policy we have established and implemented clear responsibilities for health and safety shown in Part 2

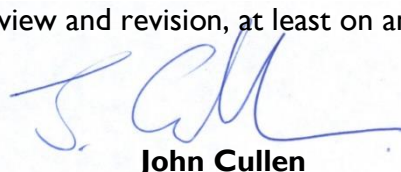
We are aware that senior management within the company are individually and collectively responsible for health and safety. Therefore, specific overall responsibility for health and safety has been assigned to Edwin Courts (see Part 3). We have appointed Edwin Courts Jnr. as the person with overall responsibility for operational health and safety. We are aware that we can only meet our objectives through the efforts of our employees and sub-contractors; therefore, we have established clear lines of communication and encourage our employees to cooperate with us in achieving our objectives. We have established a clear policy on consultation

We recognise that the key to successful health and safety management is to ensure each participant in our organisation is competent to carry out their responsibilities. To this end we have a training policy which defines and identifies what training an individual needs, based on the results of our risk assessments.

This policy is subject to regular review and revision, at least on an annual basis.



Edwin Courts



John Cullen

Directors, Eventful Management GmbH

Original document created and approved March, 2011
Revised and approved February, 2012
Revised and approved January, 2013
Revised and approved January, 2014
Revised and approved January, 2015
Revised and approved February, 2016
Revised and approved February, 2017
Revised and approved January, 2018
Revised and approved January, 2019
Revised and approved January, 2020

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Part I – General statement of health and safety policy

It is our policy to ensure, so far as is reasonably practicable, the safety of all employees and any other persons who may be directly affected by the activities of the Company.

Eventful Management will, so far as is reasonably practicable:

1. Aim to achieve compliance with legal requirements through good occupational health and safety performance.
2. Provide adequate resources to implement this policy.
3. Establish and maintain a safe and healthy working environment.
4. Ensure that significant risks arising from work activities under our control are eliminated or adequately controlled.
5. Develop and implement appropriate occupational health and safety procedures, and safe working practices.
6. Include the management of health and safety as a specific responsibility of managers at all levels.
7. Ensure this policy is understood and implemented throughout the organisation.
8. Involve employees and sub-contracted labour in health and safety decisions through consultation and co-operation.
9. Maintain workplaces under our control in a condition that is safe and without risk to health.
10. Regularly review (at least annually) compliance with the policy and the management system that support it.
11. Provide sufficient information, instruction and supervision to enable all employees to avoid hazards and contribute to their own health and safety at work.
12. Ensure that employees receive appropriate training, and are competent to carry out their designated responsibilities.

Disclaimer:

Eventful Management GmbH is a company registered and predominantly operational in Germany - this document is not intended to circumvent or neglect any previous, current or future aspects of German national health and safety procedures, statute or legislation. Any element of this document which may be or may be subsequently found to be in conflict with German (or other countries, when working in that country) procedures or law do not negate the entire document.

Signed:



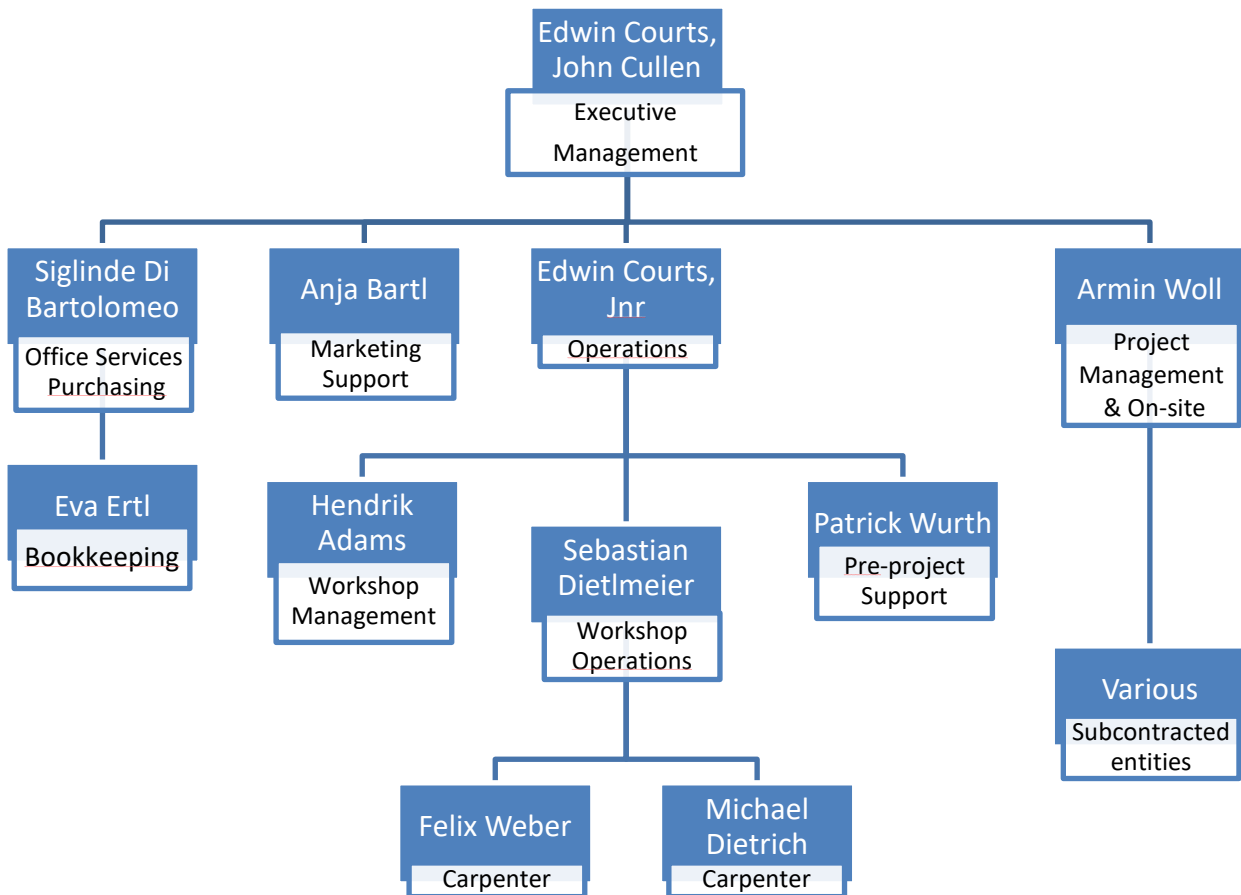
Edwin Courts, Director

Date: **23rd January, 2020**

Part 2 - Organisation

The simple organisational chart below shows the company's arrangements for managing health and safety (Status: January, 2018).

This document is provided purely for health and safety purposes and does not necessarily represent the organisation for other business activities. It is supported by the specific responsibilities detailed in Part 3.



Part 3 – Responsibilities for health and safety

The following responsibilities have been assigned to competent people to enable us to meet the objectives of our health and safety policy.

Executive Management (Edwin Courts and John Cullen)

The Executive Management have overall responsibility for the formulation and implementation of the company's health and safety policy, and in particular for:

1. Ensuring that the necessary arrangements are in place for managing health and safety effectively, and that senior managers are accountable for health and safety.
2. Considering health and safety during the planning and implementation of business strategy.
3. Ensuring there are sufficient resources for meeting the objectives of the health and safety policy.
4. Ensuring arrangements are in place for consultation with employees and that they are involved in decisions relating to health and safety, and that progress in relation to health and safety is communicated to them.
5. Including health and safety on the agenda of Board meetings and senior executive meetings.
6. Ensuring arrangements are in place to monitor and review health and safety performance across the company, including accidents and incidents; and ensuring that the necessary amendments are made to relevant policies, procedures and processes.
7. Reviewing the objectives of the health and safety policy on an annual basis.

Signed:


Edwin Courts, Director

Date: **23rd January, 2020**

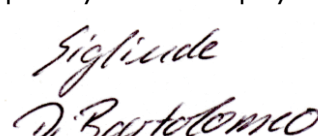
Operations Management

(Edwin Courts Jnr. – production, Armin Woll - on-site, Siglinde Di Bartolomeo – office services)

The Operations and Office Services Managers are responsible in their respective areas for, in addition to any duties set out in this document or elsewhere, the day to day management of health and safety and ensuring that the objectives of the health and safety policy are implemented, and in particular:

1. Ensuring that health and safety is considered prior to the implementation of new processes.
2. Ensuring that suitable policies and procedures are provided and implemented to meet the objectives of the health and safety policy.
3. Ensuring that there is a training policy in place so that employees are competent for their respective roles and their health and safety responsibilities.
4. Ensuring that arrangements are in place for the elimination or control of risks in relation to health and safety.
5. Ensuring suitable emergency arrangements are in place in relation to fire, accidents and first aid.
6. Ensuring suitable controls are in place for the effective management of contractors.
7. Ensure that reports and recommendations provided by enforcement bodies, external consultants and other such bodies are evaluated and actioned without delay.
8. Monitoring performance in relation to health and safety and reporting to the Management of progress against the objectives of the health and safety policy.
9. Reviewing accidents and other incidents in relation to health and safety and reporting to the Management on the outcome of these investigations.
10. Informing the Management of any situation which may affect or incur adverse publicity for the Company.


Eddie Courts, Operations Management


Siglinde Di Bartolomeo, Office Services Manager

Date: **23rd January, 2020**

Employees and Sub-contractors

It is the duty of all employees and subcontracted freelancers to take all reasonable care for the health and safety of themselves, and any other persons who may be affected by their acts or omissions at work. They must also co-operate with senior management and other employees and sub-contractors in fulfilling our objectives and statutory duties. In particular, they must:

1. Comply with the training, information and instruction they have been given.
2. Not attempt to carry out hazardous work or use hazardous machinery unless they have been trained and authorised to do so.
3. Carry out their work safely and without undue risk to themselves, colleagues and others who may be affected by their actions, and not intentionally interfere, misuse or ignore arrangements, controls and items provide for health and safety purposes.
4. Check tools and equipment before using them, and not to use equipment which they know to be faulty.
5. Ensure that any damaged equipment is reported immediately to their manager/supervisor and removed from service until it is repaired.
6. Not bring any equipment, tools, radios, etc. onto company premises without first obtaining permission from their supervisor/manager.
7. Conduct themselves *at all times* in a responsible manner while on company business, be alert for hazards and refrain from any form of horseplay which brings risks to others.
8. Understand and comply with the arrangements for emergencies and fire as they have been instructed.
9. Be familiar the environment they are working in and with all emergency procedures and be able to take appropriate and effective action if an incident occurs.
10. Use the personal protective equipment, clothing or safeguards provided and ensure that personal protective equipment is stored correctly and kept in good condition and alert others to problems recognised.
11. Co-operate with management, colleagues, safety representatives and advisors promoting safe working practices.
12. Keep their work areas tidy and clear of hazards.
13. Report accidents, incidents and hazards they observe to their manager/supervisor.



Edwin Courts, Director

Date: 23rd January, 2020