



HEALTH & SAFETY POLICY STATEMENT

Policy Implementation

This policy will be implemented within all business activities and annually reviewed, with any amendments communicated to all employees. Health and safety will be taken into account as per the Health and Safety Policy when planning all business activities.

The policy is supported by health and safety systems and plans incorporated into a Health and Safety Management Framework to ensure that we meet our corporate responsibility, achieve high standards, and create a safe working environment for all employees.

Management will ensure that all employees will be provided with suitable and sufficient information, instruction and training to comply with the company Health and Safety policy and carry out their work activities safely. We are committed to promoting and maintaining safe working practices across all departments. As part of this, we have developed a clear process maps to visualise our key operational procedures. These maps will be made available to relevant teams and individuals, enabling them to provide feedback and suggest improvements—helping us continuously enhance our ways of working.

Every employee has a level of responsibility for Health and Safety, as outlined in Section 2 of this document. We expect these responsibilities to be taken seriously to enable us to achieve our objective of preventing injury and damage to health.

Our health and safety policy will be implemented by:

1. Taking health and safety into account when planning all business activities
2. Providing and maintaining equipment and systems of work that are carefully designed and monitored
3. Ensuring that optimum safety standards are complied with when using, handling, storing and transporting articles and substances
4. Ensuring that employees are provided with suitable and sufficient information, instruction, training and, where necessary, supervision to enable them to work safely
5. Ensuring that high standards of housekeeping are maintained throughout all our premises and in premises where we are working and that means of access and egress are safe
6. Ensuring that, where its use is identified by risk assessment, personal protective equipment (PPE) is provided and used
7. Ensuring that specific arrangements are entered into when engaging contractors and subcontractors so that our policies are adhered to by them
8. Ensuring that adequate arrangements and facilities for welfare and first aid are provided
9. Ensuring that all employees and contractors comply with relevant legislation and co-operate with those responsible for enforcing it
10. Maintaining a system for the recording and investigation of all incidents
11. Ensuring that the health and safety responsibilities of employees and contractors are specified clearly in writing



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It is our policy to ensure the health and safety of our employees and anyone else that may be affected by our work activities. The minimum standard we will adopt will be compliance with legal requirements and appropriate codes, and we aim to achieve best practices. We will assess the risks from our work activities and will operate according to the procedures that best promote health and safety at work.

We accept our responsibilities for health and safety and are committed to giving health and safety equal importance with other business matters. We will ensure that the resources necessary to achieve the objectives of this policy are made available. We look for the co-operation of all employees, contractors and company stakeholders to enable us to fulfil our legal duties and the objectives of this policy. It is the duty of everyone involved with the company, both permanently and temporarily, to follow standards and procedures. High performance can only be achieved through the continued commitment of all employees. We believe that health and safety is both personal, and a corporate priority.

To help achieve our objective of preventing injuries and damage to health, we look to establish and maintain practices that enable work to be performed safely and create a safe working environment for all staff. We require all who carry out work on behalf of and/or under instructions from us, to adopt a similar view regarding safety, health and the environment and to take the actions needed to achieve the objective. We are committed to promoting and maintaining safe working practices and achieving high health and safety standards on projects under our control.

Equipment that enables tasks to be carried out safely will be provided and maintained to ensure safe operation. Any training and instruction necessary to work safely will also be provided. Where exposure to hazards cannot be prevented by any other means, appropriate personal protective equipment will be provided and instruction in its use and maintenance given. Materials and equipment will be stored safely. Safe access to and egress from our premises will be maintained, to protect all users of the premises. Suitable welfare facilities will be provided and maintained, as will arrangements to obtain first aid.

The CEO will oversee an annual review of this policy and procedures to ensure their continued effectiveness. Where necessary to ensure legal compliance and promote continuous improvement, the policy will be amended. Any amendments will be brought to the attention of all persons that need to know.

Name: Stephen Guthrie

Position: CEO

Signature:

Date: 08/04/2025

To review our comprehensive Health and Safety Policy, please click this [link](#)