

Health and Safety Policy

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1. Introduction

The aim of this policy is to.

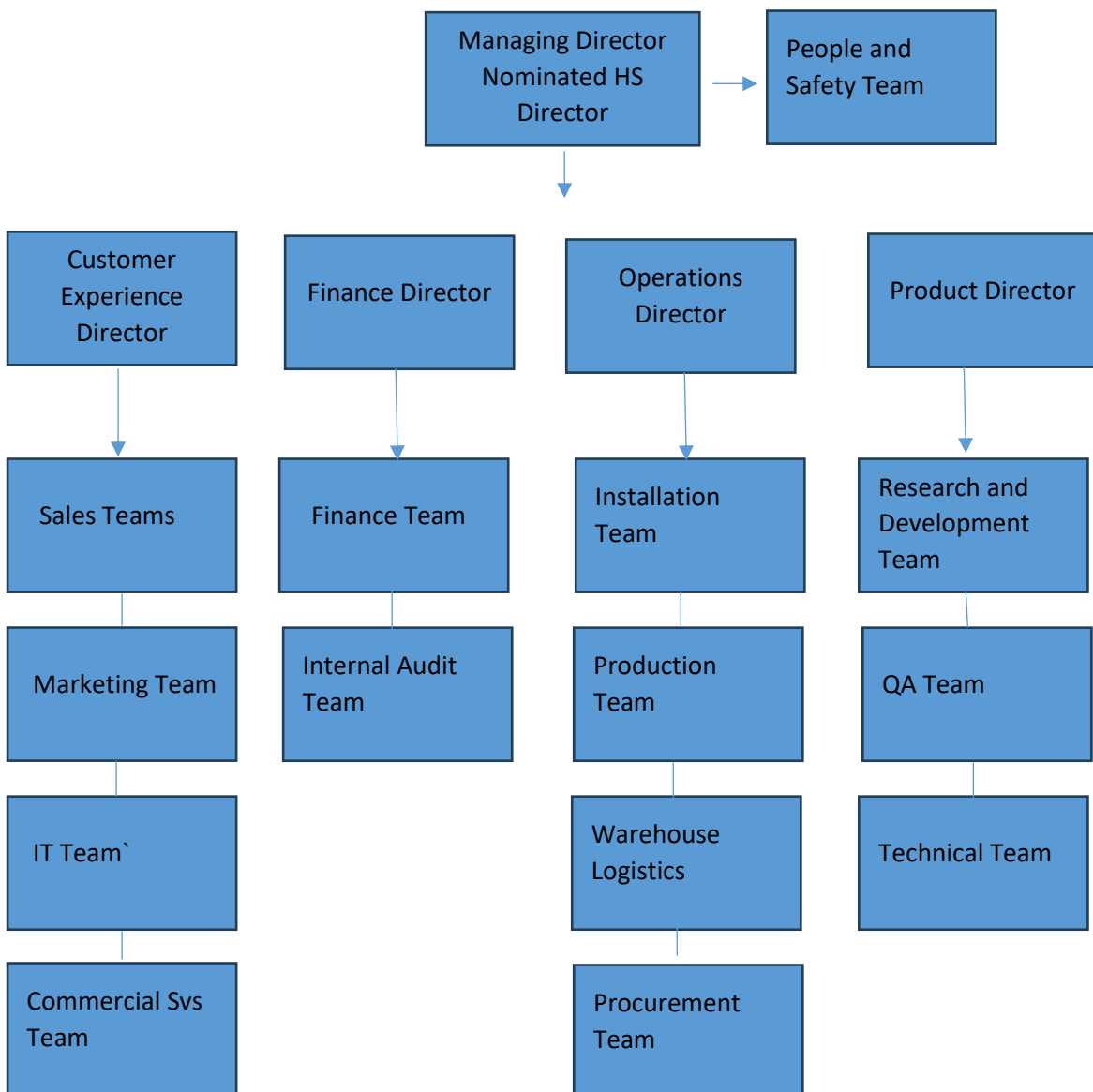
(a) comply with the requirements for the Health and Safety at Work etc. Act 1974 and other relevant statutory provisions.

(b) to act as a pivotal document in implementing Envirovent safety management system, following the HSE's HSG65 'Managing for H&S' and

(c) to ensure, so as far as is reasonably practicable, a health and safe environment for all people who work, use or visit our sites.

It is the personal responsibility of every individual to ensure that they are viewing the latest version, a copy issued to all employees through our HR platform and will be available in the company's shared document software.

2. Organisation of Health and Safety



3. Responsibilities for Health and Safety

The Managing Director

Is ultimately responsible for:

- As the nominated Director with responsibility for Health and Safety, the Head of People is responsible for ensuring that suitable and effective health and safety arrangements are in place across the Company.
- Compliance with the Health and Safety at Work etc Act 1974 and other relevant statutory provisions
- Ensuring that an up-to-date health and safety policy statement is prepared and brought to the attention of all staff.
- Ensuring the effective implementation of the Health and Safety Policy across the Company.

Directors

Are responsible for:

- Ensuring that health and safety risks are managed effectively by their senior managers.
- Ensuring health and safety issues are considered an integral part of business operations and that adequate resources are available to ensure their achievement.
- Ensuring effective communication exists within their teams with regards to health and safety.
- Periodically reviewing the health and safety performance of their teams.

Managers/Supervisors/Team Leaders

Are responsible for:

- Assisting the Director in meeting their health and safety responsibilities.
- Implementing the health and safety policy within their teams and for all other matters relating to health and safety welfare within their work areas.
- Ensuring that periodic workplace inspections are carried out and any unsafe conditions found are subsequently removed or adequately controlled.
- Ensuring that team members receive the training necessary to work safely
- Ensuring suitable and sufficient risk assessments have been carried out and appropriate control measures are in place and maintained.
- Ensuring accidents / incidents and near misses are reported, recorded and appropriate investigations and reviews are undertaken and acted upon.
- Creating an open environment which encourages team members to raise and discuss health and safety issues within their respective work areas.

Head of People and Safety

Is responsible for:

- Being the company's 'competent person', as required under Regulation 7 of the Management of Health and Safety at Work Regulations 1999.
- Providing the Company with advice and assistance on the measures it needs to comply with its statutory health and safety obligations.
- Advising the HR Director and others regarding improvements to the Company's health and safety management arrangements.
- Reporting periodically to the Directors of developments on the Company's health and safety performance.
- Maintaining the Company Health and Safety Policy and any other supporting corporate documents.
- Periodically monitoring and reviewing / auditing the Company's health and safety management arrangements, ensuring those arrangements are effective at and appropriate for controlling risks.
- Periodically reporting the findings of monitoring to the Head of People and Safety.
- Liaising with Managers/Supervisors/Team Leaders to ensure a consistent approach is taken across the company in the management of health and safety.
- The provision of health and safety training and advice to all employees.
- Heightening health and safety and risk management awareness in all the company's employees.

All employees:

Will:

- Take reasonable care for the health and safety of themselves and of others who may be affected by their acts or omissions at work.
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health and or welfare.
- Co-operate with any relevant person and comply with all relevant health and safety policies and procedures and risk control measures.
- Use any equipment, machinery, hazardous substance, transport equipment, safety device or system or work in accordance with any training or instruction provided to ensure safe use.
- Report all hazards, near misses, incidents and accidents or dangerous occurrences in which they are involved, regardless of whether persons are injured or not.

Contractors

Will:

- Act in accordance with the Company guidance on contractors with respect to the management of their health and safety.

4. Health and Safety Management Systems

Plan (Policy & Planning)

- H&S Manual that undergoes regular consultation and review
- Nominated Director for Health and Safety
- Commitment from Board to improve health and safety performance
- Competent Health and Safety related advice actively improving safety and driving safety issues.
- H&S Committees / other relevant meetings to support compliance and decision making and assurance.
- Health and Safety planning a requirement at Corporate and Local Levels



Do (Risk, Organising & Implementation)

- Resourcing to support health and safety arrangements
- Competent health and safety advice
- Structure to support risk assessment at all levels
- Employee representation at Health and Safety Committees
- Employee consultation where appropriate
- Health and Safety designed into change wherever possible.
- Health and Safety Targets

Act (Learning Lessons & Reviewing Performance)

- Regular review of health and safety related policies
- Health and Safety issues reported on corporate and local risk registers and reviewed at committees.
- Review of incidents and communication of findings.
- Learning lessons from accident and incident investigations

Check (Measuring & Investigation)

- Incident and near miss reporting and investigation
- Health and Safety Inspection Program
- General and subject specific safety inspections and audits.
- Review of accident and incident trends
- Regular reporting on health and safety to the board.

Signed:

A Makin

Managing Director

Date: 31 01 25

Appendix 1

Health and Safety Policy Statement

Envirovent Limited accepts in full its responsibilities under Health and Safety at Work etc. Act 1974 and will act positively to minimise the incidence of all workplace risks through our commitment to taking all reasonably practicable steps to protect the health, safety and welfare of all our employees, visitors, contractors and others who may be affected by our work activities.

We also recognise effective management of health and safety is an integral part of our overall business performance and should be an integral part of our employees' activities. We expect therefore that those employees, visitors and contractors who work or may visit our premises to share this commitment in complying with all our company policies and procedures and to understand that they too have legal and moral obligations to themselves and to one another.

The company is committed to.

- Providing a safe working environment for all employees, visitors, contractors and others who have access to our sites.
- Providing safe access and egress to our sites.
- The provision and maintenance of safe plant and safe systems of work.
- Providing adequate health and safety instruction, supervision and information for employees whilst at work.
- Ensuring that all employees are competent to do their tasks and to provide them with adequate training to ensure their health and safety.
- Consulting with our employees on matters affecting their health and safety working with the allocated company health and safety representatives.
- Preventing work-related injuries, ill health and disease.

The allocation of duties regarding safety matters and the arrangements that we have made to implement the policy.

To ensure this policy reflects current business activity and any legislative changes, the policy and its implementation will be reviewed, as necessary, at regular intervals.

I and my fellow board members are committed to this policy and to the implementation and maintenance of the highest standards of health and safety across the company. We expect all our employees to share this commitment and to work together to achieve it.

Signed:

Managing Director

Date: