

HEALTH & SAFETY POLICY STATEMENT

The ongoing success of the Company is founded on excellence in Health and Safety performance. This is achieved through a policy of continual improvement across all facets of the Business. With commitment, support, participation, and an effective management system, we strive to ensure the safety, good health and wellbeing of our workers and to keep members of the public safe.

Our policy is to provide a positive Health and Safety culture where we seek to prevent injury and ill health and minimise the impact of our activities on the environment, while maintaining our reputation for achieving high standards in Health and Safety through effective management, implementation, engagement and communication.

In support of this all employees are required to fulfil their legal duty to take reasonable care of themselves and other people who may be affected by their actions, and to fully support the Company in the management of Health, Safety and Welfare as a whole.

To achieve these objectives our Leadership Team are committed to providing a framework that ensures:

- Safe and healthy working conditions for the prevention of work-related injury or ill health across all our business operations.
- Compliance with all applicable Health and Safety legislation and other requirements.
- Maintenance and continual development of our Health and Safety Management System to ensure it remains effective in eliminating hazards and reducing risks, supported by performance monitoring and employee involvement to identify opportunities for improvement and prevent incidents.
- Provision of adequate resources, such as competent responsible employees and suitably maintained equipment, supported by Health and Safety advisors and Occupational Health resources that ensure the governance of, and compliance to, company and regulatory standards.
- Effective risk assessment, management, and safe systems of work, communicated to all relevant parties, including robust incident investigation and root cause identification.
- Involvement of employees, their representatives, our suppliers, clients, and other interested parties, to identify needs and requirements, ensure adequate planning, responsibilities and authorities, legal obligations, objectives, resource requirements, best practices, and improvement options.
- A positive Health and Safety culture where employees are consulted and encouraged to actively participate in Health and Safety matters, including reporting hazards, near misses, concerns and improvement opportunities, supported by effective communication and appropriate training.
- Promoting employee health and wellbeing, including mental health, by providing appropriate support, raising awareness and encouraging employees to raise concerns where support may be required.
- The Management of Occupational Health and Safety is monitored, measured continually and frequently reviewed by the Leadership Team to ensure it performs effectively and within the framework required to set performance targets that align with the Company's wider objectives.

Our policy is communicated to, and extends to, all persons working for or on behalf of the Company and is readily available via our website, company intranet and to other interested parties on request.

As Managing Director, I accept responsibility for company Health and Safety, and the Operations Director is responsible for supporting and promoting our commitments and ensuring their effective implementation.

Authorised by:


Cailean Forrester (Aug 19, 2026 14:37:44 GMT+1)

Name: Cailean Forrester

Title: Managing Director

Date:

19/08/2026

(Review period is within 12 months)

Health and Safety Policy Statement 2026 - 2027 - POL 15 - Rev 15

Final Audit Report

2026-08-19

Created:	2026-08-19
By:	Lillian Paterson (lillianpaterson@inspectahire.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAWI9ipt9d_efOVnTNOmRf9HC7KAkTPwc_

"Health and Safety Policy Statement 2026 - 2027 - POL 15 - Rev 15" History

-  Document created by Lillian Paterson (lillianpaterson@inspectahire.com)
2026-08-19 - 1:33:41 PM GMT
-  Document emailed to Cailean Forrester (caileanforrester@inspectahire.com) for signature
2026-08-19 - 1:33:45 PM GMT
-  Email viewed by Cailean Forrester (caileanforrester@inspectahire.com)
2026-08-19 - 1:37:08 PM GMT
-  Document e-signed by Cailean Forrester (caileanforrester@inspectahire.com)
Signature Date: 2026-08-19 - 1:37:44 PM GMT - Time Source: server - Signature Appearance Selected: DRAW
-  Agreement completed.
2026-08-19 - 1:37:44 PM GMT