

Health & Safety Policy Statement

It is our policy to ensure, so far as is reasonably practicable, the health and safety of our employees and anyone else who may be affected by our work activities. The minimum standard we will adopt will be compliant with legal requirements and appropriate codes of practice. We will assess the risks from our work activities and will operate according to procedures that best promote health and safety at work.

We recognise that good health and safety is good business, contributing to reduced injuries, ill health, losses and liability. We will work towards continually improving our health and safety performance.

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 resources are available to:

- * Ensure adequate resources are available for health and safety provisions including equipment, equipment maintenance and personal protective equipment
- * Provide adequate training, information and instruction to employees
- * Ensure work is planned to take into account health and safety issues
- * Ensure the availability of suitable health and safety advice
- * Provide safe and healthy working conditions for the prevention of work-related injury and ill health

We commit to providing adequate forums and opportunities to discuss health and safety with our employees, working together to ensure a safe and healthy working environment.

This policy is subject to review annually or if any significant change to the business or its operation occurs that would make the old policy out of date.

The head of the company has overall responsibility for health and safety within the company and will ensure:

- * The provision and maintenance of plant and systems of work that are safe and without risks to health.
- * Arrangements for use, handling, storage and transport of substances at work are safe and without risks to health.
- * Adequate information is available with respect to articles and substances used at work detailing the conditions and precautions necessary to ensure that when handled properly, they will be safe and without risks to health.
- * The provision of information, instruction, training and supervision as is necessary to ensure the health & safety of all employees.
- * Any premises under our control or operations on which we are working; and the maintenance of all plant, machinery and equipment are safe.
- * The working environment is safe and without risks to health and that adequate provision is made for facilities and welfare at work.
- * The Health & Safety Policy is reviewed and updated as necessary. Communication of any changes will be made to all employees.
- * Consult with our employees and their safety representatives on matters concerning health and safety.
- * Consult on, set and regularly review Health and Safety objectives for the company.
- * Fulfil our legal obligation with respect to health and safety.
- * Eliminate and reduce hazards within our organisation.
- * Monitor, measure and continually improve the system.
- * Maintain this written policy and other relevant information and make it available to interested parties.

All employees, shall at all times, take reasonable care for themselves and have due regard for the health and safety of others who may be affected by their work activities. They shall:

- * Take care of their own health & safety and any person who may be affected by their acts or omissions.
- * Co-operate with the employer in all health & safety matters.
- * Not deliberately interfere with any provision made for their safety.

The company have retained the services of Ethos Safety to act in the capacity of 'competent person'. Ethos Safety will provide information to the company to enable them to keep up to date with developments in health and safety.

H & S Competent Person Graeme Clark, Ethos Safety Ltd

H & S Trainer Robert Simpson/external providers

Yours sincerely

Two handwritten signatures in black ink. The signature on the left is 'Robert Simpson' and the signature on the right is 'Alexis Spink'.

Robert Simpson & Alexis Spink
Company Directors
01/05/2026