

HEALTH & SAFETY POLICY

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Document Owner	Director of Support		Document Author		Paul Heys		
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1.0 Statement Of Intent

As an employer, Latus Group fully acknowledge our statutory responsibilities and obligations regarding health, safety and welfare and are totally committed to achieving the highest possible standards within our workplace.

We will ensure that our employees, service users, visitors, contractors or any other persons, are not exposed to risks arising from our activities.

We will do everything reasonably practicable to provide a safe and comfortable working environment and will ensure that health and welfare requirements are fully considered.

In order to meet these objectives we will;

- Identify hazards and provide adequate control measures including monitoring and regular reviews for the health and safety risks arising from our work activities.
- Provide sufficient resources to implement this Health and Safety Policy.
- Commit to recruiting and appointing personnel who have the skills, abilities and competence matched with their role and level of responsibility.
- Provide provision and maintenance of safe plant and systems of work.
- Provide safe and healthy use, handling and storage of articles and substances.
- Provide suitable information, instruction, training and supervision for all employees, taking account of any who do not have English as their first language, or have physical, emotional or mental impairments.
- Ensure that tasks given to employees are consistent with their skills, knowledge and ability to perform.
- Ensure that technical competence is maintained through the provision of refresher training as appropriate.
- Promote awareness of Health and Safety and of good practice through the effective communication of relevant information.
- Consult with all our employees on any matters that affect their health and safety.
- Ensure that all work equipment, including vehicles, is suitable for its intended purpose and maintained in a safe condition.
- Ensure members, visitors and contractors receive the necessary information to ensure their health and safety during their visit.
- Ensure that any contractors we appoint, co-operate with others, are competent to carry out their duties and receive the necessary information.



At Latus Group we acknowledge the successful implementation of this policy is dependent on the participation and co-operation of our employees. Employees have a legal duty to:

- Exercise reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions at work.
- Co-operate with and assist the employer in meeting this policy's obligations.
- Not intentionally or recklessly interfere with anything provided in the interests of health, safety and welfare.

This policy will be reviewed annually or subject to additional reviews if changes occur that affect The Company's activities.

Copies of this Health and Safety Policy Statement will be displayed in the workplace. The full Health and Safety Policy will be available for all employees to read.

All employees, external consultants and contractors employed by Latus Group will be expected to comply with this Health and Safety Policy.

Jack Latus

Name: Signature  Date: 27 Oct 2023
Jack Latus (Oct 27, 2023, 2:40pm)

CEO

Next Review Date: June 2024

2.0 Organisation – Duties, Roles and Responsibilities

The Health and Safety at Work Act 1974 places a statutory duty on all employers to ensure, so far as is reasonably practicable, the safety, health and welfare of all its employees at work and other people who may be affected by their activities, eg associates, volunteers, learners and members of the public.

The overall and final responsibility for Health and Safety is that of the CEO.

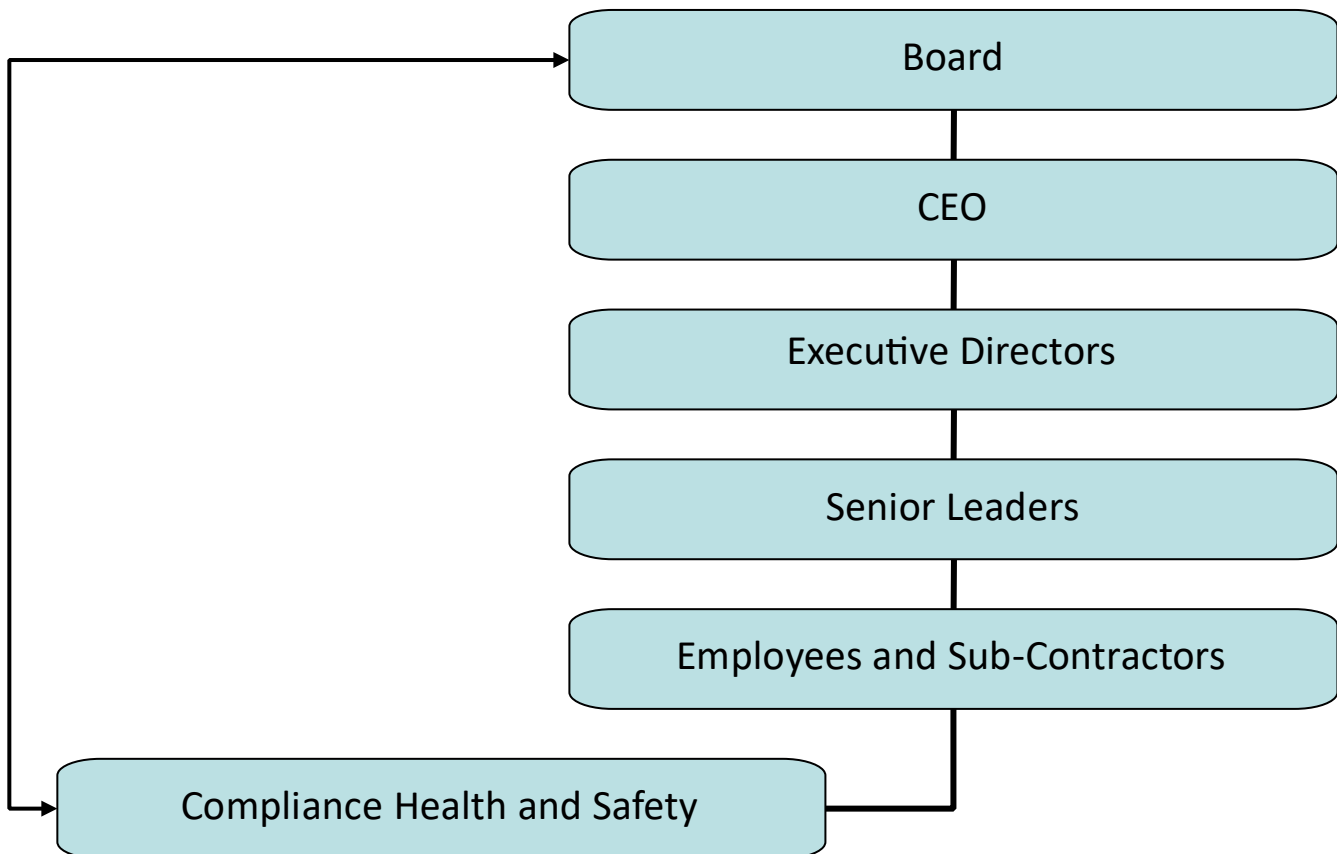
The accountability of day-to-day responsibility for ensuring the policy is put into practice is delegated by the nominated person from Compliance Health and Safety.

The CEO is responsible for ensuring consultation takes place with employees as set out in the Latus Group Staff List.

It is the responsibilities of the employees to:

- Co-operate with their managers on Health, Safety, and Environmental Matters.
- Not interfere with anything provided to safeguard their Health and Safety.
- Take reasonable care of their own Health and Safety.
- Report all Health and Safety concerns to an appropriate person, as detailed in the organisation structure.

2.1 - Organisation Chart



<u>Latus Group</u> Hull Sports Centre, Chanterlands Avenue, Hull HU5 4EF		<u>Paul Heys</u> <u>Compliance Health and Safety Ltd</u> Business First, 23 Goodlass Road, Speke, Liverpool, L24 9HJ	
Contact Information:		Contact Information:	
Office Telephone:	01482 633048	Office:	0800 6128 162
		Email:	Paul.heys@compliancehealthandsafety.co.uk
		Mobile:	07931246485

3.0 Responsibilities

3.1 The Company

The Company, in addition to the Statement of Intent, shall be responsible for:

- Observing the requirements of the Health & Safety at Work Act (1974) and all other relevant legislation, Codes of Practice, Health & Safety Executive (HSE) Guidance Notes and recommendations of HSE. , consultants, Inspectors and Environmental.
- Providing a Company statement on any issue of health and safety that requires a formal statement.
- Officers during visits.
- Providing Risk Assessments and other assessments as necessary to further prepare and develop safe systems of work.
- Preventing accidents and cases of work-related ill health.
- Maintaining safe and healthy working conditions.
- Reviewing and revising this policy as necessary at regular intervals.
- Providing suitable Personal Protective Equipment free of charge to employees.
- Providing adequate First Aid facilities as required by the relevant statutory provisions.
- Prevent injury or damage to any person and/or property affected by their Executive Directors and Senior Leaders.
- Bringing into effect proper procedures to comply with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 and to include, wherever appropriate, the investigation and reporting of the same.
- Ensuring, so far as reasonably practicable, that all subcontractors comply with the relevant Health & Safety requirements.
- Co-operation with Local Authority and Fire Prevention recommendations and ensure that requirements under the Regulatory Reform (Fire Safety) Order 2005 and other relevant statutory provisions are met. This will include the provision of a fire risk assessment. To have contingency

plans/procedures for dealing with such risks including the training of employees as necessary and the monitoring of all equipment involved in accordance with the manufacturer's recommendations.

- Ensuring as far as is possible that it will not allow its Executive Directors, Senior Leaders, employees, subcontractors and others engaged to carry out work whilst under the influence of alcohol, or controlled substances (drugs). Managers are required to report all cases of suspected alcohol or drug abuse, allergies, or medication likely to affect the employee's health and safety.

3.2 CEO

The CEO has ultimate responsibility for ensuring that The Company fulfils its legal responsibilities. They ensure policy objectives are achieved and that effective management is in place for the implementation and achievement of the policies concerned with health and safety, welfare and environmental protection. They will also ensure that Company policies are reviewed as appropriate in order to ensure continuing compliance with existing policies, current legislation and any changes in the law. To these ends, they will ensure the allocation of the resources necessary to maintain sound and efficient health and safety arrangements.

3.3 Executive Directors and Senior Leaders

The personnel appointed to these job roles are responsible for implementing this Health and Safety Policy on a day-to-day basis. This includes encouraging and assisting The Company in reviewing and developing safety procedures and ensuring that established rules and safe working practices are adhered to. They must also ensure that employees are properly trained and receive the support they need to perform their duties.

CEO, Executive Directors and Senior Leaders, assisted by delegated H&S representatives on sites and H&S Representatives, responsibilities include:

- Ensuring the effective operation of the Policy at all levels for which they are responsible and liaise with COMPLIANCE HEALTH & SAFETY LTD Advisors to ensure that all requirements are complied with.
- Liaise with employees and the Health and Safety Advisors when identifying training needs of personnel.
- Releasing designated personnel as necessary for safety training.
- Ensuring that Risk Assessments are carried out, risks are identified and adequately controlled and regularly reviewed.
- Ensure specific Risk Assessments covering Young Persons at Work, Asbestos at Work, Manual Handling, Control of Substances Hazardous to Health (COSHH), Workplace (Health Safety & Welfare) Regulations, The Regulatory Reform (Fire Safety) Order 2005 are recorded.
- Ensure the effective planning of contracts to take account of known and foreseen health and safety hazards. Ensuring that Personal Protective Equipment (PPE) is only used when there are no other methods of reducing the risk.
- Ensuring there is an adequate supply of PPE and that employees are trained in the safe storage and use of the PPE.
- Ensuring Fire Risk Assessments have been carried out and reviewed.

- Ensuring there are sufficient and appropriate fire extinguishers on site and in the office and ensure that employees are trained in their use. Ensure that employees are aware of the fire evacuation and fire provisions at each site.
- Ensuring that adequate welfare facilities are provided and maintained.
- Establishing and maintaining adequate First Aid and accident reporting system in compliance with current legislation.
- Ensure that First Aiders have been provided as required and that injuries are notified where required by regulations and details entered in the Accident Book.
- Ensuring that suitable tools and equipment is supplied to all employees and assess the risk of the equipment ensuring the 'provision of protection' and implement safe systems of work and training in their use.
- Ensuring that all electrical equipment supplied is inspected and tested as required and that all electrical work undertaken is carried out by suitably trained and authorised personnel.
- To liaise with the management team during investigating and reporting accidents, incidents, fires and dangerous occurrences within their area of control.
- Ensuring that health and safety matters are regularly discussed with employees, within their departments.
- Maintaining a good working relationship with any appointed safety representative or safety team members.
- Take appropriate disciplinary action, where necessary, in the event of non-compliance with the Policy.
- To accompany any visiting Inspectors during their tour of inspection.
- At all times set a personal example in health and safety awareness.

3.4 Health and Safety Advisor – Compliance Health and Safety Ltd

The Company has appointed Compliance Health and Safety Ltd as their Competent Person and source of competent advice, to assist in undertaking the measures required to comply with the requirements and prohibitions imposed by or under the relevant statutory provisions.

The Health and Safety Advisor advises The Company's Senior Management Team and Management Team on the implementation of this Health and Safety Policy, established schedules and safe working practices, and provides employees with information about precautions in general.

The Health and Safety Advisor has the responsibility for the following:

- Ensuring The Company is aware of statutory obligations and recommended Codes of Practice.
- Advising The Company management of their responsibilities for accident prevention and avoidance of Health and Safety hazards.
- Interpreting and keeping The Company management team and employees informed of new and developing legislation and other standards.
- Advising where improvements in Health and Safety standards or practices are appropriate.
- Regular health, safety, and housekeeping inspections which cover buildings, plant, equipment, services, and fire arrangements, to ensure conformity with regulations.
- Maintaining statutory safety records and making statutory safety returns, in addition to maintaining Health and Safety records required by The Company.
- Advising on possible hazards when considering the introduction of new machinery, new materials, new processes, or changes to existing ones.

- Overseeing and reviewing accident investigations and assisting in preparing statistics to enable monitoring of Health and Safety performance.
- Identifying Health and Safety training needs and advising on suitable training programmes.
- The provision of guidance regarding first aid, fire safety, and emergency procedures as required.

3.5 Employees

All employees are responsible to the Executive Directors and Senior Leaders as detailed in the Organisation Chart. It is the responsibility of all employees to read, understand and implement this policy into your practice on a day-to-day basis.

All employees of The Company will ensure that:

- They are fully conversant with this Health and Safety Policy.
- They co-operate with The Company in meeting its statutory duties.
- They take reasonable care of themselves and others who may be affected by their acts or omissions.
- They do not intentionally or recklessly interfere with or misuse anything provided in the interest of Health and Safety.
- All accidents, incidents, near misses and dangerous occurrences are immediately reported verbally to their direct Manager, Supervisor or Line Manager.
- They are fully conversant with all emergency procedures applicable to the area in which they are working.
- All equipment provided for personal safety is used and maintained in a condition fit for that use, and any defects are reported immediately to their direct Supervisor or Line Manager.
- Where an employee identifies any condition which in his or her opinion is hazardous, the situation is immediately reported to their direct Manager, Supervisor or Line Manager verbally, by telephone or e-mail.
- During the course of their normal duties, they use equipment and facilities that are fit and proper for the intended purpose in a safe, correct manner, as provided within the following categories:
 - Arranged, provided and/or otherwise approved by The Company.
 - Provided by the Client or Contractor with specific authorisation that they may be used by employees of The Company.
 - Provided for unrestricted use by members of the general public.
- Ensure that all portable electrical equipment meets British standards (CE markings) and have undergone a visual inspection before use if less than 12 months old. If items are older than 12 months PAT or authorisation MUST be in place before use. No personal portable electrical equipment to be brought on site without meeting this requirement.
- Always take an ergonomic approach when manually lifting objects and always use the mechanical aids for lifting that are provided.
- Employees must observe all Fire Precaution Notices and Fire Prevention Measures put in place and make themselves familiar with Site Fire Evacuation Procedures.
- Liaise and discuss with the manager or supervisor on any Health and Safety issues or matters that are not fully understood or require addressing by you.
- Always fully co-operate with any health & safety investigation that is conducted by The Company to prevent a reoccurrence.

Please remember

It is a criminal offence under the Health and Safety at Work etc Act 1974 to intentionally or recklessly interfere or misuse standards set out by this policy. You are accountable and responsible for the role undertaken by Latus Group. We will provide the support, training and information to help you fulfil your role and personal potential in this company.

3.6 Contractor / Consultant

The Company may require, from time-to-time, the services of Contractors/Consultants to undertake specialist or non-routine work activities that employees are unable to undertake. All Contractors/Consultants appointed by The Company must be able to provide evidence of their competency.

A summary of their duties is as follows:

- Will be required to show that they have the necessary expertise and equipment to carry out the particular tasks they have been employed for.
- Will be required to ensure that their work is carried out in a safe manner and that their operatives have been given adequate training.
- Where a Contractor/Consultant is bringing 10 persons or more onto The Company premises, they will be required to nominate a 'Safety Supervisor'. This person is required to liaise with The Company management team and/or COMPLIANCE HEALTH & SAFETY to ensure that all arrangements for safety, health and welfare are dealt with. The appointed Contractor/Consultant 'Safety Supervisor' will also be required to carefully monitor and supervise the personnel they are responsible for, ensuring compliance with all relevant regulations and the requirements of The Company's Health and Safety Policy.
- Contractors/Consultants are reminded of their responsibilities, not only to their own employees, but also to all other contractors' employees and others who may be affected by their works, including members of the public.
- They must ensure that The Company is provided with any information available that may affect Health and Safety on site. If applicable a Safety Engineering & Technical Review which includes a) process of work and required conditions, b) Operating methods, c) Engineering methods, d) Safety risk assessments or RAMS, e) Environmental conditions and RA, f) Engineering hardware and design.
- Where any works of a hazardous or dangerous nature are contemplated, they must provide risk assessments and discuss and agree the most suitable method of carrying out the operation with The Company prior to commencing work.
- All plant and equipment provided by the Contractor/Consultant for use by their own personnel, requiring regular inspection or testing, must be maintained and tested as required. Copies of all necessary certificates and registers must be available for review by The Company. Where weekly inspections are required, copies of documentation must be provided to The Company.
- Contractors/Consultants who will use any material or substances likely to jeopardise the Health and Safety of others must provide The Company with specific risk assessments (as required by Control of Substances Hazardous to Health Regulations) that provide all necessary and adequate safety measures.
- Where equipment is to be used which is likely to exceed the levels permitted by the Control of Noise at Work Regulations 2005, the Contractor/Consultant should inform The Company in order to ensure that adequate steps are taken to reduce exposure to employees.

- Contractors/Consultants are requested to ensure that their employees make proper use of any welfare facilities provided by The Company and that they co-operate fully with The Company's management team.
- Contractors/Consultants are requested to ensure that all fire precautions are taken while working on site, that designated fire escape routes are kept clear at all times, that they provide adequate fire equipment suitable to their tasks, and that they co-operate fully with the site fire plan.
- Contractors/Consultants must inspect their working area at the beginning of every shift to ensure that it is safe to proceed with their task. They are responsible for briefing their personnel on all safety issues on site and providing documentary evidence to The Company that this has taken place.

3.7 Sub Contractor

It is the responsibility of Executive Directors and Senior Leaders to assess the suitability of Health & Safety provisions which affect Subcontracted Personnel, which may include Agency workers.

The Executive Directors and Senior Leaders will:

- a) Before entrusting work tasks to sub-contractors, take into account their capabilities as regards Health and Safety and ensure that suitable risk assessments are carried out for any hazardous activity.
- b) Complete and review sub-contractor Safety Assessment questionnaire.
- c) Ensure that information regarding Health and Safety is passed to sub-contractors.
- d) Ensure compliance to this health & safety policy is signed and logged.
- e) Ensure action is taken when sub-contractors performance shows deficiencies or sub-standard quality of work.

All sub-contractors will ensure that:

- They are fully conversant with Latus Group Health and Safety Policy.
- They co-operate with the Company in meeting its statutory duties.
- They take reasonable care of themselves and others who may be affected by their acts or omissions.
- No-one intentionally or recklessly interferes with or misuses anything provided in the interest of health and safety.
- All accidents, dangerous occurrences and near misses are immediately reported verbally to their Manager.
- They are fully conversant with all emergency procedures applicable to the area in which they are working.
- All equipment provided for personal safety is used and maintained in a condition fit for that use, and any defects reported immediately to their Manager.
- Where an employee identifies any condition which in his or her opinion is hazardous, the situation is immediately reported to their Manager either verbally, by telephone or e-mail.
- During the course of their normal duties, they use equipment and facilities that are fit and proper for the intended purpose in a safe, correct manner, as provided within the following categories:

- Arranged, provided and/or otherwise approved by the Company.
- Provided by the Principle Contractor(s) with specific authorisation that they may be used by employees of the Company.
- Provided for unrestricted use by members of the general public.

3.8 Visitors and Others

The company will ensure all visitors and others are informed of Latus Group rules and regulations whilst visiting the premises and accessing the services. This includes fire procedures, exit routes and assembly points.

It is the responsibility of visitors and others to comply with the rules and regulations set out and not to interfere with equipment, carry out an unsafe act or introduce a hazard that may harm themselves or others.

3.9 Designated Responsibility Summary – Director oversees all listed below

Topic	Responsible Department
Health and Safety Policy review	CEO (Management and Employees implement)
Health and Safety administration	Assigned Employees (Overseen by Management)
Facility administration	Facility Management / Assigned Employee (Overseen by Management)
Health and Safety training	Management Supported by Compliance H&S
Premises risk assessments	Compliance H&S. Management & Employees implement.
Work activity risk assessments	Compliance H&S. Management & Employees implement
Display screen equipment assessments	Compliance H&S. Management & Employees implement
Manual handling assessments	Compliance H&S. Management & Employees implement
COSHH assessments	Compliance H&S. Management & Employees implement

Fire risk assessments	Compliance H&S. Management & Employees implement
Expectant/New mother risk assessments	Compliance H&S. Management & Employees implement
Young Person risk assessments	Compliance H&S. Management & Employees implement
First Aid	Management Supported by Compliance H&S

Emergency Planning	Director and Management Supported by Compliance H&S
Vetting Contractor/Consultants	Management Supported by Compliance H&S
Monitoring of Health and Safety in the workplace	Management & Employees
Site inspections	Compliance H&S and Management
Audits	Compliance H&S and Management
Accident, Incident and Near Miss investigations	Director, Management & Compliance H&S

4.0 Management Arrangements

Please note that dates from legislations are stated when they are formed. Legislation, Regulations and

Codes of Practice are updated continually. Latest versions of UK law for the workplace can be found on The Health and Safety Executive (HSE) website. Below is a summary of how we meet our Duty and responsibilities as a company to ensure our employees, visitors, contractors and general public stay safe.

4.1 Building

The Workplace (Health, Safety & Welfare) Regulations 1992

The Workplace Health & Safety Regulation covers a wide range of basic Health & Safety issues. The company will ensure that workplaces meet the health & safety welfare needs of all its employees, contractors, general public and people with disabilities. Before starting work, managers will consider and introduce measures to ensure the working environment is adequate in respect of working height, ventilation, working temperature, lighting, cleaning materials, traffic routes, falling objects, translucent doors, general welfare, toilets, washing facilities drinking water, changing rooms and eating facilities. The CEO and Managers supported by COMPLIANCE HEALTH & SAFETY LTD will ensure that the requirements outlined in the regulations are satisfactorily met.

Maintaining Our Premises: Health & Safety at Work Act 1974

The Health and Safety at Work Act 1974 (HASAWA) is an important piece of legislation for workplaces in the UK. It covers many aspects including the physical workplace to ensure that **premises are up to standard**. The CEO and Managers supported by COMPLIANCE HEALTH & SAFETY LTD will ensure that the requirements outlined in the regulations are satisfactorily met to preserve the safety of the Company's buildings for users. We will produce regular methodical inspection checks for damage to the exterior and interior fabrication of the building, doors, windows etc.

When necessary, external structural professionals will be appointed to complete a professional survey or carry out remedial repairs in compliance with UK legislations.

Water Management

Under general health and safety law, Management will ensure it takes suitable precautions to prevent or control the risk of exposure to legionella.

The Company employs the services of an external contractor to provide Latus Group with comprehensive testing programme which includes regularly water system assessments, water sampling, monthly temperature monitoring and thermos-static mixing valve testing and inspections.

The Company provides appointed personnel to ensures that the flushing procedures are followed for all little used outlet(s) and that these are recorded in the Water Management Folder.

Drainage

Under the Department for Environment Food and Rural Affairs (Defra) surface water flooding is a growing challenge with climate change bringing more frequent heavy storms.

Therefore, as a forward thinking company we endeavour to play our part by ensuring:

- Our water drains are kept clear of debris to prevent blockages.
- All gullies and guttering are inspected regularly and cleared out when necessary. □ All blockages are dealt with.

Noise Control : The Control of Noise at Work Regulations 2005

The Control of Noise at Work Regulations 2005 place a duty on employers within Great Britain to reduce the risk to their staff and visitors' health by controlling the noise they are exposed to whilst at work (on-site or offsite work).

As a company we assess noise levels and ensure they are within the regulations or assessed for correct measures to be put in place. This is monitored by the CEO and Managers. The CEO and Managers will also ensure that correct and fitted PPE is freely available. It is the company policy to ensure that tools and equipment purchased and used by employees has noise reduction built into the design wherever possible.

Fire Prevention (The Regulatory Reform (Fire Safety) Order 2005) together with Building Regulations 2010 (update 2022)

The Company with the support of COMPLIANCE HEALTH & SAFETY LTD will make a suitable and sufficient assessment of the risks to which relevant persons are exposed whilst working at the premises. This assessment will be used for the purpose of identifying the measures they need to take to comply with the requirements and prohibitions imposed on them by the Order. The nature of the assessment will vary according to the type and use of the premises, the persons who use or may use the premises, and the risks associated with that use. The completed risk assessment will be reviewed regularly by Management to ensure it remains up to date and valid, and to reflect any significant changes that may have taken place.

The Company will ensure systems are in place to check all fire procedures and that monitoring, testing and maintenance of firefighting equipment, emergency lighting and alarm systems, is completed. The Management Team, assisted by the Health and Safety Advisor, will conduct regular tours/inspections of the premises and work activities to ensure that identified control measures have been implemented.

Fire Action signage will be placed in prominent positions throughout the premises to act as a reminder for all staff, visitors, contractors, etc. of the emergency evacuation procedure.

The Fire Evacuation Procedure will be under the control of the Management Team, assisted by the Health and Safety Advisor and seen at all exit routes and on notice boards, as well as in other designated locations. Personnel must observe all Fire Precaution Notices and Fire Prevention Measures put in place and make themselves familiar with Site Fire Evacuation Procedures.

Electrical Equipment: Electricity at Work Regulations 1989 and The Provision and Use of Work Equipment Regulations 1998

The Company will ensure that suitable equipment is provided, and an assessment of risk is carried out. The assessment considers the current provision of protection and preventative measures. All users of The Company tools and equipment will be suitably trained in their use.

The Management Team ensures that all relevant information and instructions on the use of work equipment is readily available to all staff for review.

All tools and equipment purchased, and used by staff, will have suitable control measures to protect staff against risks associated with dangerous parts of machinery.

Equipment will be checked prior to use, ensuring that all controls, indicators, switches, and displays are clear and free from obstruction, dirt, damage, etc.

All equipment will be maintained in good working order by The Company. Staff are required to liaise with their Management team if they have any queries or concerns regarding a piece of equipment. The piece of equipment in question will be removed from service to prevent use and a suitable replacement acquired.

The Company is aware that for larger pieces of equipment, for example a fixed piece of machinery, an immediate replacement is not practical. In this circumstance, the Management Team will arrange for a suitable repair to be completed by a person with the relevant competency and skill set.

On occasions, The Company may need to hire in equipment, due to specialised work or quantity of work. The equipment will only be obtained from approved hire companies which supply the appropriate training and supporting documentation to ensure all staff are suitably trained in the use of the equipment.

The Company will ensure electrical equipment is physically capable of doing the job and is designed and constructed so that mechanical and electrical stresses do not cause the equipment to become unsafe. Electrical equipment will be visually checked by the user to spot early signs of damage or deterioration. The user's visual check will include:

- Switching off and unplugging the equipment before any checks.
- Checking that the plug is correctly wired (but only if they are competent to do so).
- Ensuring that the fuse is correctly rated by checking the equipment rating plate or instruction book.
- Checking that the plug is not damaged and that the cable is properly secured, with no internal wires visible.
- Checking the electrical cable is not damaged and has not been repaired with insulating tape or an unsuitable connector (damaged cable will only be replaced with a new cable by a competent person).
- Checking that the outer cover of the equipment is not damaged in a way that will give rise to electrical or mechanical hazards.
- Checking for burn marks or staining that suggests the equipment is overheating.
- Ensuring any trailing wires are positioned so that they are not a trip hazard and are less likely to get damaged.

If staff are concerned about the safety of equipment, they are advised to stop it from being used and report the matter to a member of the Management Team, who will arrange for the faulty equipment to be removed from service until a qualified electrician undertakes a more thorough check.

Portable Appliance Testing (PAT): Under the Electricity at Work Regulations 1989 requires that all electrical equipment that is classified as "portable" is deemed safe for use.

All our portable electrical equipment is inspected by a qualified contractor 'competent' person who has obtained certification and has relevant experience to perform this task.

No portable items are allowed to be brought in to work without P.A.T or authorisation. Portable charges must comply with British standards (eg CE mark).

Use of Chemicals: The Control of Substances hazardous to Health Regulations 2002

Before any hazardous substances are used during a work process, a material safety data sheet (MSDS) will be requested from the supplier and an appropriate assessment made of the risks from that substance undertaken by a member of the Management Team, assisted by the Health and Safety Advisor.

Alternative less harmful substances will be used wherever possible.

Assessments will consider storage, handling, and aspects of use, exposure, PPE requirements, workers' health, and emergency actions. Management will brief employees on any hazard or substance precautions, with written records being held at The Company premises.

Following the assessment, any substance or material that has a flammable content will be stored in a separate area and held within a metal, fire retardant cabinet.

In order to comply with the legislative requirements placed upon it, The Company will provide adequate control of exposure to substances by:

- Applying the eight principles of good practice
 - *Design and operate processes and activities to minimise emission, release, and spread of substances hazardous to health.*
 - *Take into account all relevant routes of exposure - inhalation, skin absorption, and ingestion - when developing control measures.*
 - *Control exposure by utilising measures proportionate to the health risk.*
 - *Choose the most effective and reliable control options which minimise the escape and spread of substances hazardous to health.*
 - *Where adequate control of exposure cannot be achieved by other means, provide, in conjunction with other control measures, suitable Personal Protective Equipment.*
 - *Check and review regularly all elements of control measures for their continuing effectiveness.*
 - *Inform and train all employees on the hazards and risks from the substances with which they work and the use of control measures developed to minimise the risks.*
 - *Ensure that the introduction of control measures does not increase the overall risk to Health and Safety.*

- Ensuring that the Workplace Exposure Limit is not exceeded.

- Ensuring that exposure to substances which can cause occupational asthma, cancer, or damage to genes that can be passed from one generation to another, is reduced as low as is reasonably practicable.

4.2 Procedural

Business Continuity & Disaster Recovery Plan

The definition of what this plan is for: 'an event – or events – usually sudden, which involve experiencing significant personal distress, to a level which potentially overwhelms normal responses and procedures, and which is likely to have emotional and organisational consequences.

The plan covers:

- A fire or explosion
- Bomb threats
- A more widespread disaster in the community
- Civil disturbance, political instability and terrorism
- Pandemic or other public health emergency
- Cyber attack
- Natural events, such as inclement or freak weather, which causes significant damage to the building and infrastructure.

Within The Company's plan are details of immediate place of safety and who should be contacted in an emergency. This plan will be reviewed annually by the Management Team.

Risk Assessments (Management of Health and Safety at Work Regulations 1999)

With the assistance of COMPLIANCE HEALTH AND SAFETY together with HSE Legislations, Regulations and Codes of Practices, all identified hazards are evaluated by the Company Management Team and a set of controls are put in place to protect people from harm as far as 'reasonably practicable'.

For each hazard identified the level of risk must be evaluated High, Medium, and Low. This evaluation may include the level of harm presented by the hazard, the number of people involved, and the likelihood of the harm occurring.

Once the level of risk is established the person completing the risk assessment will consider what control measures are already in place and what actions are already being taken to reduce the risk, consider whether these are suitable and sufficient and whether further control measures are required.

When controlling risks, the following principles should be applied, where possible in the following order:

- Eliminate the hazard altogether
- Substitution by something less hazardous or risky
- Prevent access to the hazard e.g. by guarding
- Organise work to reduce exposure to the hazard e.g. putting barriers between pedestrians and traffic
- Create safe methods of work and safe systems of work designed to reduce the risk
- Issue personal protective equipment e.g. clothing, footwear, goggles etc

- Provide welfare facilities e.g. first aid and washing facilities for removal of contamination Provide suitable information, instruction and training Ensure appropriate supervision.

Review

Once a risk assessment is created it is imperative that it is reviewed, finalised and read by all relevant staff, contractors, personnel involved with the business.

Thereafter, selected staff are responsible for ensuring the risk assessments 'Live Documents' are: Regularly reviewed,

- The effectiveness of the control measures are monitored,
- Physical control measures are used and followed by staff, contractors.
- Kept up to date by informing the relevant people of any changes so, amendments and risk reassessments can be carried out.

Examples that would activate a risk assessment review:

- At regular intervals throughout the year.
 - Following a significant change and/or if there is reason to suspect it is no longer valid e.g. after an accident, ill-health incident, violent incidence or malfunction has occurred.
- Reviewed Yearly.

First Aid Provision (The Health and Safety (First Aid) Regulations 1981)

Under the Health and Safety (First Aid) Regulations 1981, employers are responsible for providing adequate and appropriate equipment, facilities, and personnel to ensure their staff receive immediate attention if they are injured or taken ill at work.

While the regulations do not require The Company to provide first aid for anyone other than their own staff, we consider it our 'duty of care' to ensure all visitors are considered when carrying out a first aid provision needs assessment.

On completion of our 'First Aid Provision Needs Assessment' which will be carried out by The Company supported by COMPLIANCE HEALTH AND SAFETY we will ensure all nominated staff receive appropriate training (First Aid at Work, Emergency First Aid, Emergency Paediatric First Aid as required). So that first aid can be administered without delay we will take into account the size and layout of the Company premises, ages and capabilities of staff & visitors, and the potential hazards that may be faced.

First Aid Boxes

The number and content of our first aid boxes will be identified as part of our 'First Aid Provision Needs Assessment'. As a minimum we will provide one fully stocked first aid container, with additional smaller first aid containers strategically placed around each of the Company premises.

Even though there is no mandatory list of items that need to be included in a first aid box we adopt the HSE recommendation to hold the following items within our main first aid container and all other smaller first aid kits will hold items likely to be needed to deal with an injury in accordance with its location.

- a leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings (assorted sizes)
- 2 sterile eye pads

- 2 individually wrapped triangular bandages (preferably sterile)
- 6 safety pins
- 6 medium sized individually wrapped sterile unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings □ 3 pairs of disposable gloves

Lifting Equipment: The Lifting Operations and Lifting Equipment Regulations (LOLER) 1998

The Company will ensure that lifting equipment will be subjected to an assessment to ensure that the equipment is suitable for the intended task. This assessment will ensure that lifting equipment provided for use at work is:

- Strong and stable enough for its particular use and marked to indicate safe working loads.
- Positioned and installed to minimise any risks.
- Used safely, i.e. the work is planned, organised, and performed by competent people.
- Subject to on-going thorough examination and, where appropriate, inspection by competent people.

Lifting equipment includes any equipment used at work for lifting or lowering loads, including attachments used for anchoring, fixing or supporting the equipment. A wide range of equipment is covered by these regulations including passenger/mobility lifts, portable/fixed patient/disability hoists and climbing wall lifting and supporting equipment. The definition also includes lifting accessories such as chains, slings, eyebolts, etc.

Work Equipment: The Provision and use of Work Equipment Regulations (PUWER) 1998

It is the responsibility of The CEO and Senior Leaders, supported by COMPLIANCE HEALTH & SAFETY LTD to ensure compliance with the Regulation to provide suitability of equipment - assessment of risk, provision of protection and preventative measures and ensure that all users of company tools and equipment are trained in their use. Tools will be checked prior to use and will be maintained in good working order by an approved service provider.

On occasions the company may need to hire in equipment due to specialised work or quantity of work. The equipment will only be obtained from approved hire companies who supply the appropriate training and supporting documentation to ensure all employees and sub-contractors are suitably trained in the use of the equipment.

Accident reporting and investigation

An appropriate investigation of any accident, incident or near miss will be carried out by a staff member of The Company, assisted by the appointed Health & Safety Advisor, if required. The investigation will establish the actual or underlying cause of the incident and will enable The Company to instigate additional control measures to prevent re-occurrence.

The Company recognises and accepts the legal duties placed upon them by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 that require them to report and record some work-related accidents by the quickest means possible.

Incapacitation means that the worker is absent or is unable to do work that they would reasonably be expected to do as part of their normal work.

The Company has a responsibility to maintain records of over-three day-injuries. The accident book and accident reports held at each location will be used as the mechanism for capturing this data.

Employees

This applies to all employees on our premises. *Employees in law are those that are instructed by the company to carry out tasks under our name (volunteers, part time, full time apprenticeships etc)*

The below incidences will be reported:

- deaths.
- specified injuries.
- over-7-day injuries – where the person is away from work or unable to perform their normal work duties for more than 7 consecutive days.
- non-fatal accidents to non-workers (e.g. members of the public) □ certain occupational diseases.
- dangerous occurrences – where something happens that does not result in an injury but could have done.

Visitors

All fatal and major injuries on The Company premises during working hours should be reported in the same way as those to employees.

Additionally the following reports should be made:

- the visitor required First Aid
- the injured person has been taken straight from The Company to the hospital.

If an accident has occurred in a work situation, then a member of the Management Team will contact the Health and Safety Advisor to discuss the necessary course of action. Relevant accidents/incidents will be reported online via the Health and Safety Executive website.

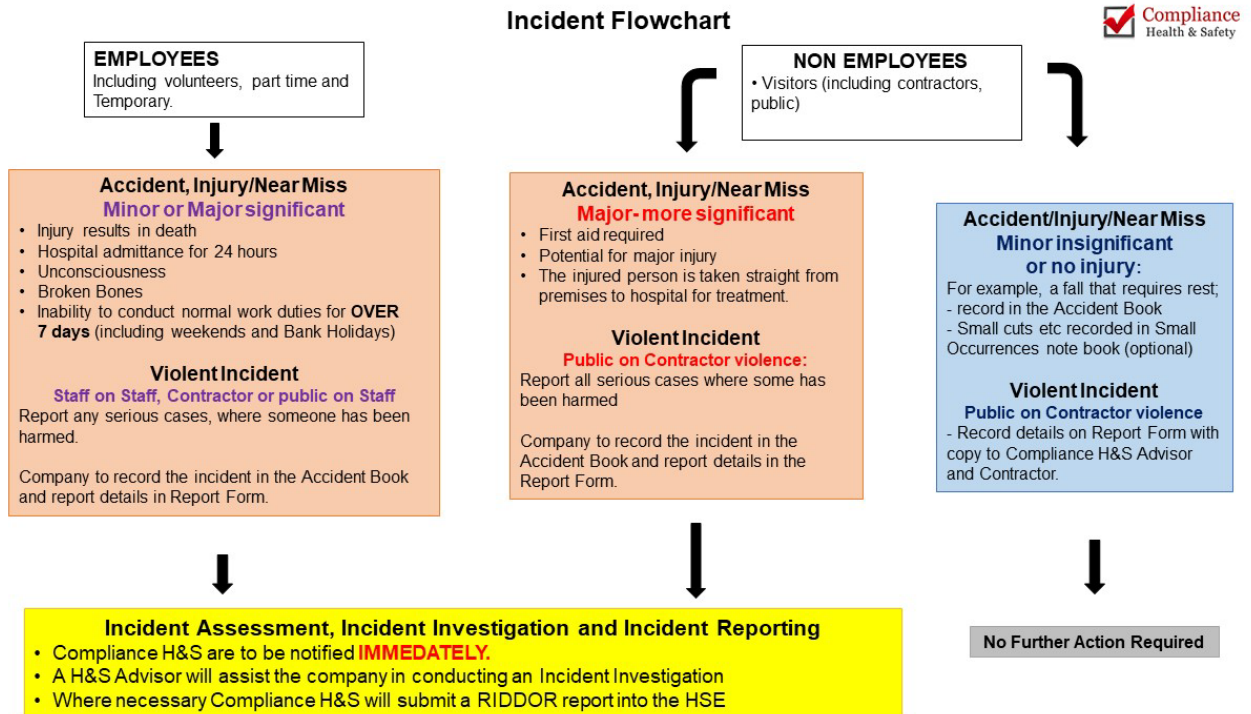
Reporting certain accidents to HSE: The Management of Health and Safety at Work Regulations 1999 and The Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)

The Company will make appropriate arrangements for effective preventative or protective measures identified as a result of risk assessments. Management, assisted by the Health and Safety Advisor, will ensure that:

- All premises and activities subject to risk assessments are assessed in accordance with the relevant legislation, using an appropriate documented format.
- Such assessments are repeated whenever any of the following factors occur:
 - Change in legislation.
 - Change in control measures.
 - Significant change in work carried out.
 - Transfer to new technology.
 - Original assessment is no longer valid.
- Assessments are recorded and copies held on The Company Quality Management System.
- The results of all such assessments are communicated to, and available for inspection by, all employees (an acknowledgement form will be used to ensure that all persons affected by the work activity or premises have read and understood the content and the role they must undertake).

- All assessments identify necessary protective and preventative measures.
- Specific assessments are completed for specified groups – Young Persons, Expectant/New Mothers.

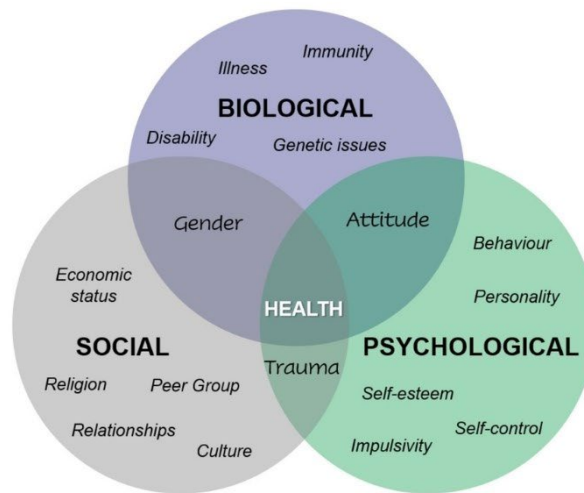
The Company will monitor safety performance on an informal daily basis by ensuring Health and Safety issues are discussed with employees.



The Equality Act 2010

As a company we aim to promote as far as reasonable practicably, a fair, equal culture that protects individuals from unfair treatment and encourages an individual's potential to grow in their working environment through support, trust and communication. It is our intention that 'work' does not affect your health; be that physical, mental, psychological or social health.

The Equality Act 2010 covers - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity. These are called '**protected characteristics**' within the Act.



Manual Handling: The Manual handling Executive Directors and Senior Leaders Regulations 1992

The Company is aware of the requirements placed upon it by the regulations. In order to meet these legislative requirements and to protect those employees who may be affected by manual handling activities, The Company will:

- So far as is reasonably practicable avoid the need for hazardous manual handling.
- Conduct a suitable risk assessment for any hazardous manual handling that cannot be avoided. □ So far as is reasonably practicable reduce the risk of injury from hazardous manual handling.

Manual handling risk assessments will be conducted by Management, assisted by the Health and Safety Advisor, and will take into account:

- The task being completed and how the risk(s) can be reduced.
- The individual(s) conducting the task and any training requirement.
- The load involved in the activity and any method that could be used to reduce it to a more manageable size.
- The work environment where the activity will take place.

Employees of The Company are made aware of their responsibilities and duties during the induction process and via a manual handling guidance document. All employees will:

- Follow any implemented safe systems of work.
- Use any supplied equipment in the manner they have been trained to do.
- Co-operate with The Company on Health and Safety matters.
- Tell their line manager/supervisor if they identify hazardous handling activities. □ Make sure that their work activities do not put others at risk.

Work at Height: The Work at Height Regulations 2005 (amended 2007)

It is the policy of The Company to comply with the Work at Height Regulations 2005, which apply to all work at height where there is a risk of a fall liable to cause personal injury. A place is 'at height' if a person could be injured falling from it, even if it is at or below ground level. 'Work' includes moving around at a place of work (except by a staircase in a permanent workplace) but not travel to or from a place of work.

In accordance with these regulations, The Company will:

- Avoid work at height wherever possible.
- Use work equipment or other measures to prevent falls where they cannot avoid working at height.
- Where a risk of a fall cannot be eliminated, use work equipment or other measures to minimise the distance and consequences of a fall, should one occur.

Before any work at height takes place, the below must be followed:

- If there is an alternative means of carrying out work, which removes the need to work at height, this should be utilised.
- All work at height must be properly planned and organised.
- All work at height must be carried out under appropriate supervision, in as safe a way as is reasonably practicable.

Display Screen Equipment: The Health and Safety (Display Screen Equipment) Regulations 1992

Employees who use display screen equipment, e.g. PC/laptop users, are required to complete a workstation self-assessment form. Completed forms are reviewed by Management, assisted by the Health and Safety Advisor, and any issues or queries will be discussed with the DSE user. The assessments will consider factors such as the workstation set-up, equipment (chair, keyboard, screen, etc.), the environment (lighting, heating, etc.), and types of work being completed.

The Company will ensure that free eye/eyesight testing and correction is available for those employees identified as using DSE.

The Company ensure that all relevant training and information is provided to an employee to enable them to undertake the work involving DSE in a safe manner.

Personal Protective Equipment (PPE): The Personal Protective Equipment at Work Regulations 1992

The Company recognises that Personal Protective Equipment (PPE) should only be used when risks cannot be avoided or sufficiently reduced by other preventative measures or through work re-organisation. The Company will ensure that there is sufficient supply of PPE when required and that all employees are suitably trained in its safe storage and use. All PPE issued must be stored as per the manufacturer's specification.

It is the employee's and sub-contractor's duty to not misuse or interfere with any Health and Safety equipment, including PPE, supplied for their safety.

The Management, assisted by the Health and Safety Advisor if appropriate, ensures that a suitable review is completed when more than one type of PPE is being worn, to confirm that each type of equipment is compatible with the other(s) and continues to provide suitable protection for the wearer.

Control of Noise at work regulations 2005

The company will continually assure noise levels within its industry. The CEO, Executive Directors and Senior

Leaders will decide if a noise assessment is required and their first aim will be to reduce noise at source. The CEO and Management Team will also ensure that ear protection is freely available. It is the Company policy to ensure that tools and equipment purchased and used by employees has noise reduction built into the design whenever possible.

Control of Substances Hazardous to Health (COSHH) Regulations 2002

Assessments and all Data Sheets of substances used are kept at each location. It is the CEO, Executive Directors and Senior Leaders responsibility supported by COMPLIANCE HEALTH & SAFETY LTD to ensure risk assessments are carried out and regularly reviewed. From the risk assessments the management will first attempt to replace the substance with a safer alternative, if no alternative is possible then management will change the process or activity and control the substance at source. The Supervisor should also consider minimising the use of the substance and as a last resort supply personal protective equipment. No employee can introduce any substance without the consent of the Management Team. If you come across any substance that you suspect as being harmful/hazardous you must stop work immediately and report to your Line Manager

Employees and Non-Employees (General Public, Visitors and Contractors)

General Public and The Health and Safety at Work etc. Act 1974

Section 3 of the Health and Safety at Work Act places general duties on employers and the self-employed towards people other than their employees.

Therefore, The Company will ensure management of safety, welfare and health issues that are not regulated by occupational health and safety law but are affected by the business, on site grounds, through its services and transportation of products from the premises, through online and offline presence.

Getting health and safety management right is about managing risk sensibly.

Therefore, we will:

- Ensure that we follow the health and safety policy with effective arrangements for managing the real health and safety risks at The Company.
- Maintain effective communications with employers, contractors, clients, service users and workforce, giving clear information regarding the significant risks on site.
- Ensure staff have appropriate training and competencies to deal with risks in their areas of responsibility.
- Consult and work with safety representatives.
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.

Visitors

Access to the premises

In accordance with the general health and safety arrangements, safe and adequate access and egress will be maintained at all times when the premises are occupied. Specific consideration will be given to those who are less able. Means of escape will be checked on a regular basis to ensure availability. It is the duty of all on site to ensure that means of escape are maintained at all times.

The Company premises

Visitors to The Company premises may not be aware of the risks associated with the site, therefore all visitors must:

- Proceed, on arrival, to the reception/office area.
- Provide proof of identification and purpose of visit.
- Be made aware of The Company's requirements and rules for visitors.
- Be accompanied by the person they are visiting, who in turn is responsible for the visitor's safety and ensuring that visitors are aware of any hazardous process or situation they may be exposed to.

Site locations/work areas/premises

Any visitors to work locations that are under the control of The Company may not be aware of the risks associated with the site, therefore all visitors must:

- Have authorisation from The Company to work in assigned area.
- Comply with the site rules that are communicated on arrival.
- Adhere to any designated traffic/pedestrian routes.
- Stay within the site area they have been nominated or instructed to visit.

Security

Security arrangements are monitored and reviewed regularly by The Company. Security arrangements currently in place include:

- Intruder Alarm System (contractor maintained 24/7).
- Security company shut down and lock the building each night.
- Access to the building is restricted with key card access and supervision of those without keycards.
- Ensuring all visitors sign-in upon arrival, and sign-out when they depart, with the time recorded.
- Ensuring all visitors show identification upon arrival if unknown to The Company.
- Keeping all gates and boundaries in good repair and checked regularly.
- Maintaining a list of emergency contacts for staff held in The Company office.
- Emergency Evacuation processes onsite and offsite reviewed regularly for Fire, Accident, Incidents.

Contractors to The Company

To continually meet our standards at work we expect contractors working on our behalf to meet our high standards of H&S. This may include providing their registration of trade, RAMS, qualifications, quality accreditations and insurances. There is a contractors verification process in place that is required before work or access to the premises is approved.

Violence and Aggression

The Company will not tolerate harassment and violence of any kind. This stance is followed throughout The Company and includes the relationships between colleagues and any other third party.

Issues of harassment and violence will be treated as disciplinary offences (up to and including dismissal or, if appropriate, criminal action). The list below is an indicator as to what constitutes harassment or violent conduct. It is not an exhaustive list and other issues may be considered by the management team as equal to those listed below:

- Physical violence.
- Verbal violence and aggression (abusive language, swearing).
- Sexual innuendo.
- Intimidation.
- Invasion of personal privacy.
- Exclusion of individuals.
- Abusive or prank phone calls/emails.

False accusations of harassment or violence will not be tolerated by The Company and may result in the accuser facing disciplinary action.

The Company will provide support, via the Management, to anyone who has been subjected to harassment/violence.

The Company will ensure that training is provided to employees to prevent and deal with the risks of harassment and violence.

The Company will conduct risk assessments for their work activities and include/consider risks to employees from violence and aggression. This will include employees who do not work from the office and those who work independently or who may be in one to one contact with other people.

This process includes:

- Planning - thinking ahead and considering situations where violence and aggression could arise.
- Consideration as to who might be harmed and how - in particular, consideration is given to those working alone.
- Communication methods - Are employees in regular contact with the office? Can they call for help if problems arise? What are the client's processes?
- Recording the risk assessment and informing staff of the procedures and controls to follow.

If the risk assessment identifies a risk of violence or aggression, The Company will develop a procedure which will clearly define The Company's views and their stance on zero tolerance towards violence and aggression in the workplace.

Drugs

When we refer to 'drugs' within this policy, this also includes alcohol, tobacco, medicines, volatile substances (aerosols, solvents, glue or petrol) and new psychoactive substances ('legal highs').

□ **Medicines**

Medications are to be declared on employee's health report to safeguard contradictions in emergency situations.

□ **Alcohol**

No alcohol to be brought on to The Company premises. Employees under the influence of alcohol when at work, working machinery or representing the Company will be subject to The Company's disciplinary procedure.

Solvents

The Company will ensure that all potentially hazardous substances are stored safely and used correctly in accordance with The Control of Substances Hazardous to Health Regulations 2002.

□ **Illegal drugs**

No illegal drugs are permitted on company premises.

No illegal drugs are permitted to be used on company premises by any member of The Company
(Including visitors)

Employees under the influence of alcohol when at work, working machinery or representing the Company will be subject to The Company's disciplinary procedure.

Protection of Young Persons on Work related placement.

The Company will ensure that young persons working in the company (between 16-18 years of age) are protected from any risks to their Health and Safety which are a consequence of their lack of experience or because they have not yet fully mentally and physically matured. Therefore, a specific risk assessment will be undertaken before work commences, as part of the induction process for young persons.

Lone Working

The Company endeavours to avoid lone working where this is feasible. However, the Management are aware that employees may be required to work alone at either The Company premises or when visiting/working off site. The Company recognises and accepts that it is essential that employees remain safe at all times whilst working on its behalf.

All employees must:

- Ensure they have read and understood any specific risk assessments and policies that have been compiled for the activity they are working on.
- Ensure they adhere to any systems developed for their protection while working alone.
- Take personal responsibility for sharing information regarding their whereabouts (time out, location being visited, contact details, expected time of return).
- Report any incidents concerning lone working to enable systems to be reviewed and revised.

If not returning to The Company base at the end of the last visit, notify their appointed member of The Company Management Team to inform them that they have left their

client/location and they are okay (or otherwise) in a manner which may be designated by the Management Team from time to time.

New and Expectant Mothers

The Company is aware of the obligations placed upon them by legislation regarding an employee who has notified them in writing that she is a new or expectant mother. When an employee provides written notification (regulation 18 of MHSW) to The Company stating that she is pregnant, or that she has given birth within the past six months, or that she is breastfeeding, the relevant member(s) of the Management will immediately review any risk assessments applicable to the work activity(s) being undertaken. In addition to this review, a member of the Management, assisted by the Health and Safety Advisor, will conduct a specific assessment for the employee in question. If this risk assessment has identified any risks to the Health and Safety of a new or expectant mother, or that of her baby, and these risks cannot be avoided by taking any necessary preventative and protective measures under other relevant Health and Safety legislation, then The Company will take action to remove, reduce or control the risk. If the risk cannot be removed, The Company will take the following actions:

Action 1 - Temporarily adjusts the employee's working conditions and/or hours of work or, if that is not possible:

Action 2 - Offer her suitable alternative work (at the same rate of pay) if available or if that is not feasible: **Action 3** - Suspend her from work on paid leave for as long as necessary, to protect her Health and Safety, and that of her child.

Occupational Health

The Company will arrange for an Occupational Health specialist to conduct pre-employment medical assessments appropriate to the job requirements when necessary.

Hearing tests are included within the pre-employment screening and continued at intervals, as prescribed by the appointed Occupational Health Practitioner.

Health risks are included within The Company risk assessment process that identifies significant hazards and subsequent control measures/monitoring to be applied.

On-going monitoring of Occupational Health is completed at appropriate intervals by the Management and includes the use of a health questionnaire (completion is required for each employee)

Public Health (Control of Disease) Act 1984 amended in 2020 to include The Health Protection (Coronavirus) Regulation 2020

The Company recognises that staff will suffer from various types of illness and infections. However, no-one knows exactly when The Company will be faced with having to deal with a potentially contagious illness amongst its community and therefore, will work closely with H&S specialist providing evidence-based professional, scientific and delivery of advice and support.

In order to maintain a clean and hygienic environment the following health and safety arrangements are in place.

- The cleaning of all areas within The Company premises.
- The cleaning of machinery and equipment.

- Competent staff to clean the premises.
- Competent staff to clean machinery and equipment.
- The provision of PPE.
- Hand washing facilities.
- Cleaning products (COSHH stored correctly).
- First aid boxes are checked regularly and supplies contained therein are maintained.
- Clean toilets and rest areas.
- The Company office holds COSHH records and safety data sheets for all products used and held on site.

Sharing Information: The Health and Safety (Consultation with Employees) Regulations 1996

The Management Team recognise that having, and maintaining, a mechanism for communicating relevant Health and Safety information is important in establishing an on-going positive Health and Safety culture. To this end, The Company will consult with employees or their representatives on the following:

- The introduction of any work activity or issue which may substantially affect their Health and Safety at work, for example the introduction of new equipment or new systems of work.
- The contact details of the person nominated as The Company competent person with regards to Health and Safety.
- Information on the risks and dangers arising from the work activities, measures implemented to reduce or get rid of these risks, and what employees should do if they are exposed to a risk. □ The planning/organisation for Health and Safety training.

Additional information is displayed via the HSE poster displayed in the workplace, safety posters, leaflets, safety pamphlets and verbal safety information.

The Company encourages all employees to enter into the spirit of the regulations by taking part in discussions with their supervisor/line manager. Any required actions from the discussions are agreed with both parties and escalated through the Management for opinion and rectification where necessary. Any action taken as a result of the information given by an employee will be communicated directly to them.

The Company fully involves or will involve employees where English is their second language. The Management Team, assisted by the appointed Health and Safety Advisors, will utilise documents that are readily available on the HSE website in different languages. These documents and any specific site instructions will be aided by pictograms and interpreters if required.

Safety Training

Preventing accidents and ill health caused by work is a key priority for everyone at The Company. Providing Health and Safety information and training helps to:

- Ensure company employees are not injured or made ill by the work they carry out.
- Develop a positive Health and Safety culture, where safe and healthy working becomes second nature to everyone.
- Learn how Health and Safety could be managed better. □ Meet legislative requirements.

Company management undergo training to enable them to undertake the Health and Safety responsibilities that have been allocated to them. Members of the Management will be responsible for ensuring that The Company and all its employees maintain the ethos of continual improvement in Health and Safety standards and culture.

A work-based competency matrix will be established for all employees of The Company. This matrix will provide the Management Team with sufficient information to create a rolling Employee Training and Development plan. The competency matrix will include any identified re-training or refresher dates and will be reviewed on an annual basis, as a minimum, by a nominated member of the Management Team, assisted if required, by the appointed Health and Safety Advisor.

An annual training plan will be established following the review of the employee competency matrix. The plan will include both internal and external training requirements. Specialist training, both operational and required by legislation, will be included.

Records of all training will be included on the competency matrix and copies of attained certification kept on employee personnel files.

Stopping Work on the Grounds of Health and Safety

The Company will take all reasonable measures to ensure that those persons covered by this process (employees, self-employed, contractors/consultants) are aware that their continued employment will not be affected in the event of any invoking of this policy.

The Company will take all reasonable measures to prevent, so far as it is reasonably practical, any invocation placed on any person by this Policy by planning safe working conditions and taking all factors into account.

Employees, self-employed and contractors/consultants of The Company will always exercise diligence in monitoring their safe working environment for themselves and other persons in the working area.

If any situation arises which an employee believes will or has resulted in an unsafe working environment for some or all, they must bring their concern to the attention of their manager so it can be investigated and resolved to an acceptable conclusion, if possible. It is a condition that all employees, self-employed and contractors/consultants shall comply with the following:

- The employee must clearly describe what the concerns or issues actually are.
- If a member of The Company Management Team cannot be immediately contacted the relevant work should stop.
- The most senior member of staff will check that there are no instructions or information available to resolve the issue.
- If the member of The Company Management Team does not support the concern, a 'second opinion' is to be sought to either verify the findings or support the concerns.
- Providing the concern is genuine, even if it is ultimately seen to be unfounded, the employee will not be the subject of any detrimental action by The Company.

5.0 Environmental Policy

The Environmental Policy of Latus Group is to ensure, so far as it is reasonably practicable, that business operations will be carried out with a desire to protect and enhance the environment. The same commitment will be expected to be shown by contractors we use.

The Policy and all other Company environmental documentation and advice are based on the Company's view that environmental concern has equal stature to any other business objective. The Company aims to establish a high priority of its principles within its management safety strategy.

Latus Group therefore seeks to comply with all relevant environmental legislation and regulation. It also aims to establish higher standards of environmental performance where these are practicable and appropriate.

Concern and awareness for the environment is the responsibility of the CEO and Senior Leaders of this company.

Latus Group employees have a legal and moral obligation to carry out their duties with concern for the environment. It is a condition of employment that all staff comply with this Policy.

As a company we are aware of our environmental role to reduce our impact in causing possible dangers or negative changes to air, local community, waterways, natural habitat and wildlife.

In the event of an environmental accident or incident at work, we will follow the correct procedures from the relevant authorities. We actively seek to improve our practices through identifying risks, assessing and controlling significant findings, monitoring and reporting regularly to minimise the impact of negative effects of what is in our control.

All contractors working on behalf of the Latus Group are requested to adopt environmental standards fully consistent with those of the Company and they are expected to achieve comparable levels of performance.

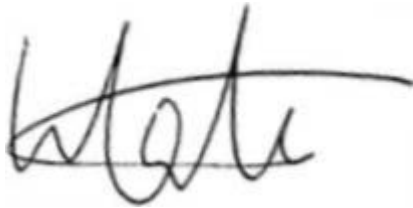
5.1 Objectives of the Environmental Policy

In accordance with its stated Policy, Latus Group has produced the following guidelines as a sound framework for the introduction of practices to implement it. The key elements of these objectives are:

1. Compliance with Government Legislation and Local Government Regulations.
2. Swift response to accidents or incidents that have a potential to threaten the environment.
3. The provision of advice on the safe handling of company products, or their transportation and their final disposal to customers, contractors, etc.
4. Disposal of any waste products in ways that show concern for the environment.
5. To encourage the developments of products, processes and equipment with concern for the future of the environment.

6. To communicate freely on environmental matters with government officials, employees, customers and members of the public.
7. The provision of training for all employees as appropriate to enable them to carry out their job functions in a manner that shows care for the environment.
8. To carry out environmental audits when required.
9. To promote environmental principles by sharing experience with regulatory bodies, other companies, employees and members of the public.
10. In implementing this formal Environmental Policy, the Company will focus on action to conserve resources and energy, to minimise emission to air, water, and land and increase recycling rates.
11. The Company will also seek to influence legislative developments and improve public understanding of environmental matters concerning the business.

Name: Will Latus, Director



Signature:

Date: 25/7/2023

Review date: June 2024

VERSION NUMBER	DATE	CHANGE
1	25/7/2023	New document

END OF DOCUMENT