

## Health and Safety General Policy Statement

Integrity Security Group is committed to the prevention of injury and ill-health of its employees and others affected by its activities, so far as is reasonably practicable. We as a minimum shall comply with our compliance obligations including legal requirements and the requirements of interested parties. We will seek continual improvement in our safety systems and performance, and shall ensure the provision of the required resources to achieve these aims. We shall not allow our health and safety objectives to be compromised by other business objectives.

It is the duty of management to ensure that all processes and systems of work are designed to take account of health, safety, and welfare. All significant hazards shall be risk assessed with suitable risk control established, implemented and maintained.

Each employee will be provided such information, supervision and training as is necessary to enable the safe delivery of work activities.

Suitable and adequate work equipment and work environments shall be provided and maintained.

Suitable arrangements will be maintained to involve the workforce in the planning and review of health and safety systems.

Competent people will be appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside the organisation.

Every employee must cooperate with us to enable all statutory duties to be complied with. Every individual has a legal obligation to take reasonable care for his or her own health and safety, and for the safety of other people who may be affected by his or her acts or omissions.

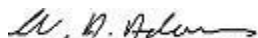
Where the above objectives are not achieved, implement an investigation and identify necessary corrective actions for mitigation and to prevent re-occurrence.

Management shall ensure that safety performance is suitably and adequately monitored and reviewed.

The Company will communicate the Health and Safety Policy to all employees and interested parties. The Policy shall be communicated through company induction, company newsletters and be on display in the office, company website and be available upon request.

This policy will be regularly monitored to ensure that the objectives are achieved. The policy will be reviewed as part of change planning, lessons learnt, post-incident and annually.

As the individual with ultimate responsibility for health and safety performance in the company I endorse this policy.



Will Adams, Managing Director  
10<sup>th</sup> July 2020

## Organisational Arrangements

In order to ensure that health and safety is successfully managed within the organisation, the following responsibilities have been allocated.

### Directors Responsibility

- a) The Directors jointly accept overall responsibility for all matters, including those regarding health, safety and welfare;
- b) Directors shall provide suitable resources to achieve health and safety objectives. Resources shall include human, infrastructure, financial, time-based and technical resources;
- c) Directors shall appoint a competent person, either internally or from an external organization, to advise on health;
- d) Directors shall periodically review the health and safety performance of the organization, with the aim of continual improvement;

### Management Responsibility

- a) Where hazards are identified, undertaking suitable risk assessments and ensuring that suitable risk controls are put in place and maintained;
- b) Ensuring that employees, contractors and visitors are aware of safety procedure;
- c) Establishing that all equipment and substances used are suitable for the task and are kept in good working condition; this includes the regular maintenance and servicing of equipment;
- d) Providing adequate training, information, and supervision to ensure that work is conducted safely
- e) Consulting and involving the workforce on matters of health, safety and welfare;
- f) taking immediate and appropriate steps to investigate and rectify any risks to health and safety arising from the work activity;
- g) bringing to the prompt attention of senior management any health and safety issue that requires their attention;
- h) ensuring that all accidents and near misses are properly recorded and reported and that an investigation is carried out to determine causal factors;

### Employee Responsibility

Employees must:

- (a) take reasonable care for their own health and safety
- (b) consider the safety of other persons who may be affected by their acts or omissions
- (c) work in accordance with information and training provided
- (d) refrain from intentionally misusing or recklessly interfering with anything that has been provided for health and safety reasons
- (e) report any hazardous defects in plant and equipment, or shortcomings in the existing safety arrangements, to a responsible person without delay
- (f) not undertake any task for which authorisation and/or training has not been given.



### Health and Safety Appointed Person

A competent person has been appointed to assist the Company in meeting its health and safety obligations.

The Appointed HSQE Advisor is: Darren Male FIEMA CE<sub>env</sub> CMIOASH OSHCR, The QUENSH Consultancy Limited.

### First Aid

The company will maintain suitable numbers of first aid personnel to deal with minor accidents and emergencies at the workplace. These personnel will have sufficient training and qualifications in accordance with statutory requirements. Identities of first-aiders will be displayed throughout the workplace.

### Health Surveillance

None of our activities involve exposure to health hazards over limit thresholds. Where required under statutory provisions or where this would be of benefit to maintaining health, safety and welfare we will ensure that health surveillance of individuals is provided.

### Information and Communication

We will ensure that suitable and relevant information relating to health, safety and welfare at the workplace is disseminated to staff and non-employees.

Statutory notices will be displayed throughout the workplace.