

# Health & Safety Statement

## The Group's commitment to health and safety

eQuality Solutions Group Ltd and all its subsidiaries regards the management of health and safety as an integral part of its business and as a management priority. It is the policy that all activities and work will be carried out in a safe manner, and the Group will ensure the health, safety and welfare of its employees and others who may be affected by its activities.

The Group target is for zero accidents and zero work-related ill health to be achieved by applying current best practice in health and safety management. Compliance with current health and safety legislation is therefore regarded as the absolute minimum standard acceptable.

## Group culture

Proper management of health and safety issues is seen as an integral part of the efficient management of the Group's activities, and critical to developing the professional culture of the Group and establishing and maintaining a solid reputation with all its clients.

The names of the individuals responsible for health and safety issues and the arrangements to implement this policy are set out in the Group's more detailed health and safety policies.

The objectives of this policy are fundamental to the Group's business and senior management are responsible for ensuring that the requirements of this policy are achieved.

## Workforce's responsibility

Management, employees, and operatives have responsibility for implementing the specific arrangements made under this policy throughout the Group. All employees are expected to read the relevant sections of the employee handbook, familiarise themselves with its provisions and carry out their defined responsibilities.

A copy of the employee handbook and relevant Health and Safety documents will be held by the People and Culture Team and be made available to all employees.

Employees are expected and encouraged to be proactive on health and safety issues as part of the continued development of the health and safety culture of the Group.

All employees, contractors and sub-contractors are required to cooperate with the Group and their colleagues in implementing the policy and shall ensure that their own work is without risks to themselves and others as far as reasonably practicable.

## **Training and advice**

The Group will provide appropriate training and make available competent health and safety advice and adequate resources, including time and money so that legal obligations may be met.



**Andy Gough, Group Managing Director**