

## HEALTH AND SAFETY POLICY STATEMENT

In pursuance of the Health and Safety at Work Act 1974, the following policy shall be adopted by the Company.

The Directors of the Company attach great importance to the health and safety at work of its employees. Our policy is to provide and maintain safe health working conditions, equipment and systems of work, and to provide such information, training and supervision as necessary for this purpose. We also accept our responsibilities for the health and safety of other people who may be affected by our activities. The allocation of duties for safety matters and the particular arrangements which we will make to implement the policy are set out in this document.

It is the duty of all personnel to conform to this policy and the associated safety code and regulations applicable to the Company's activities. All personnel must accept and carry out the legal responsibilities placed upon them by the Act in respect of safeguarding themselves and others. Management at all levels who authorise work to be carried out must ensure that they are adequately delegated in their absence. Whilst legal requirement must be complied with at all times, safety can best be promoted by the continual vigilance and constant reappraisal of working methods by all personnel.

The Management is responsible, as far as is reasonably practicable, for all aspects of health and safety. They cannot exercise this responsibility without the active co-operation of all employees.

The Directors will supervise the Company Health and Safety Programmes reporting to Directors on ALL matters concerning Health and Safety and the implementing of the Company Policy for Health and Safety.

The promotion of Health and Safety at Work is to be regarded as a mutual objective for all employees at all levels and the Director will give full support to this policy and those who endeavour to carry it out.

Suitable resources will be provided and maintained for the effective implementation of this policy and continual improvement in our health and safety performance.

Our policy will be reviewed each year and amended, if required, to meet any changes to our business or nature of work.

The Policy and any changes to it will be brought to the attention of all employees.

Signed

A handwritten signature in black ink, appearing to read 'D Tennial', is written over a blue horizontal line.

Name: Dennis Tennial

Position: Managing Director

Business Name Tennial Personnel

Date: 28<sup>th</sup> January 2023