



# Health and Safety Policy Statement

The vision of each company within the EVO group of companies is to ensure that all our customers, colleagues and people connected with our business are unharmed by their association with our group of companies, and continually make our business a safer place to work.

Our goal is to promote a positive Health and Safety culture and to reduce our serious incidents through our commitment to Healthy and Safe Working in all our activities.

- To deliver our vision and goal, colleagues are expected to work safely and not to put others at risk by their actions or inactions and to comply with all applicable Health and Safety Legislation. Everyone is responsible for their own health and safety and unsafe behaviours will not be tolerated.
- Colleagues will be given appropriate instruction and training on all health and safety issues which will affect them and safe working practices which must be followed.
- Health and Safety is the Line Manager's responsibility, and all managers are responsible for:
  - ✓ Ensuring colleagues work and behave safely and to challenge unsafe behaviours or act identified: and
  - ✓ Ensuring colleagues have appropriate training, equipment and PPE to carry out the work safely.
- Any colleague who identifies any Health and Safety deficiencies in our business should ensure that they are remedied quickly and if this is not possible then bring them to the attention of their Line Manager who will then remedy them or notify the relevant group company's Health & Safety representative.
- We will assess the risks associated with the hazards in carrying out our work and we will take measures to adequately control these risks to an acceptable level and reduce the potential for accidents.
- Health & Safety improvement is to be on the agenda for all monthly management reviews and there will be active and open communication and consultation between all our people.
- All accidents and near misses must be reported immediately to an appropriate manager. These should then be entered into the site accident book and entered onto our Entropy reporting system.
- Accidents and incidents will be reported and investigated, and any learning lessons will be used to take corrective actions to prevent reoccurrences.
- This policy is to be displayed at all business premises and will be communicated to all colleagues.
- This policy will be reviewed annually as part of the QHSE management review meeting and re-issued if any changes are made.
- We will work in line with the ISO 45001 standard requirement and continue with our ISO 45001 Certification to confirm our commitment along with compliance to all relevant health and safety legislation.

**Responsibilities:** Senior Management Operational Management and All Employees

**Andrew Gale, EVOCEO**

Policy issued: December 2024

Review Due: December 2025

