

## Health and Safety Policy

Sycamore Process Engineering Ltd aims to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and of others who may be affected by our undertakings. This general policy statement provides a commitment and intent to comply with the Health and Safety at Work Act 1974 and BS ISO 45001:2018 Occupational Health and Safety Management System standard.

To ensure the principles of health and safety are clearly understood throughout the Company, we will be committed to:

- ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy;
- ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation;
- protecting the safety and health of all employees within the organisation by preventing work related injuries, ill health, disease and incidents;
- recognising that work related stress is a health and safety issue and acknowledging the importance of identifying this and reducing the factors that contribute;
- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which we subscribe;
- ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of health and safety management;
- continually improving the performance of health and safety management;
- providing the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health and safety;
- devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of employees. Expert help will be sought where the necessary skills are not available within the organisation;
- liaising and working with all necessary employees to ensure health and safety, and ensuring that adequate arrangements are also in place for the health and safety of visitors.

The Company will take all reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and working practices within the organisation. We will continuously improve our health and safety management arrangements in order to protect employees and others from risks to their health, safety and welfare whilst engaged in work related activities. The Company recognises that safety is the responsibility of everyone and is not just a function of management. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

Signed on Behalf of the Company:



(Director)

Date: May 2025

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## Engineering Peace of Mind

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