

# Health and Safety Policy Statement

At Impact IT Solutions (UK) Limited, we are committed to providing and maintaining, so far as is reasonably practicable, a safe and healthy working environment for employees, contractors, visitors and anyone affected by our activities. We recognise the importance of effective occupational health and safety management in preventing injury and ill health, supporting wellbeing and meeting our duties under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999 and other applicable legal, regulatory and contractual requirements.

We will identify hazards, complete suitable and sufficient risk assessments and take action to eliminate hazards where possible. Where risks cannot be eliminated, we will apply appropriate controls to reduce them to an acceptable level. Through consultation, proactive management, competent advice and continual improvement, we aim to maintain a positive health and safety culture.

To support this commitment, we maintain an Integrated Risk Management System that includes an Occupational Health and Safety Management System aligned with ISO 45001:2018.

## Our Objectives

- Provide and maintain, so far as is reasonably practicable, safe and healthy working conditions for employees, contractors, visitors and others affected by our activities.
- Prevent work related injury, ill health and unsafe working practices.
- Identify hazards, assess risks and reduce occupational health and safety risks through effective controls.
- Meet applicable health and safety legislation, including the Health and Safety at Work etc. Act 1974 and relevant regulations.
- Consult with employees and support worker participation in health and safety matters.
- Ensure access to competent health and safety advice and support.
- Continually improve occupational health and safety performance and culture.

## Our Commitments

- Senior management will provide leadership, support and resources to maintain and continually improve the OH&S Management System.
- We will arrange for the effective planning, organisation, control, monitoring and review of preventive and protective measures.
- We will meet applicable statutory, regulatory, contractual and other occupational health and safety requirements.
- OH&S risks and opportunities will be assessed and reviewed to ensure controls remain suitable and effective.
- Employees, contractors and third parties must follow this policy and related health and safety procedures.
- Employees must take reasonable care for their own health and safety and for others who may be affected by their acts or omissions at work.
- Employees must cooperate with the business on health and safety matters and must not interfere with or misuse anything provided for health, safety or welfare.

- Training, awareness and competence activities will be provided so personnel understand their responsibilities.
- Hazards, incidents and near misses must be reported, investigated and addressed through corrective action.
- Emergency arrangements will be maintained, tested and reviewed for effectiveness.

This policy is communicated to employees and relevant interested parties and is available on request. It will be reviewed annually, or following significant organisational, operational or legislative change, to ensure it remains suitable for Impact IT Solutions.

**Signed,**

Managing Director

Date