Health & Safety Policy

1.0 Policy Statement

Impact IT Solutions (UK) Limited is fully committed to ensuring the health, safety, and well-being of all employees, customers, contractors, visitors, and any other person affected by our activities. Protecting people is our highest priority and integral to how we operate.

This policy is prepared in accordance with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and all other relevant legislation, Approved Codes of Practice, and industry guidance.

We will provide the resources, leadership, and organisational arrangements necessary to maintain a safe and healthy working environment. Our approach focuses on:

- Identifying and complying with all applicable legislation and standards
- Assessing and managing risks so far as is reasonably practicable
- Developing and maintaining suitable and sufficient policies, procedures, and safe systems of work
- Consulting and communicating effectively on health, safety, and wellbeing matters
- Providing training, instruction, and supervision to ensure competence
- Monitoring, auditing, and reviewing our arrangements to drive continual improvement

All individuals working for or on behalf of the company are expected to demonstrate their personal commitment to health and safety by:

- Cooperating with this policy and reporting any deficiencies
- Following all relevant procedures and ensuring others do the same
- Promoting a positive, proactive safety culture
- Identifying opportunities to improve our performance

This policy will be reviewed annually, or sooner if significant changes occur.

Signed: *J. Ward*   Jed Ward, Managing Director

Reviewed date: 16th March 2026

1