

PETANS LTD HEALTH & SAFETY POLICY GENERAL STATEMENT

In accordance with its duty under section 2 (3) of the Health and Safety at Work Act, 1974, and in fulfilling its obligations to employees, clients and the public who may be affected by its activities, PETANS Ltd have produced the following statement of policy in respect of Occupational Health and Safety (OH&S) while meeting the requirements of ISO 45001:2018 Occupational Health & Safety Management Systems.

It is the aim of PETANS Ltd. to achieve a safe working environment under its current scope of business that is free from work related accidents and ill health and to this end we will pursue continual improvements in our OH&S management and performance from year to year which subscribes to the prevention of accidents and ill health.

We undertake to discharge our statutory duties by:

- Complying with all applicable regulatory and statutory requirements and best practice & other requirements to which the company subscribes which relate to its OH&S hazards;
- Identifying hazards within the workplace, assessing risks related to them and implementing appropriate preventative measures;
- Providing and maintaining safe methods of work and equipment;
- Establishing and enforcing safe methods of work;
- Recruiting and appointing personnel who have the ability, skills and competence commensurate with their role and level of responsibility;
- Ensuring tasks given to employees / workers are within their skills, knowledge and ability to perform;
- Ensuring staff are consulted and participate within its OH&S Obligations
- Ensuring that technical competence is maintained through provision of refresher training as appropriate;
- Promoting awareness of occupational health and safety and of good practice through the effective communication of relevant information (internally and externally e.g. Sub-Contractors) which ensures they are aware of their individual OH&S obligations;
- Ensuring it includes all persons who may come into contact with the Company's day to day activities (i.e. Clients, Consultants, Sub-Contractors, Stakeholders, Employees / Workers, Members of the Public etc) to ensure that such persons are not adversely affected by its activities.
- Setting and reviewing a programme of appropriate OH&S objectives and targets;
- Furnishing sufficient funds needed to meet these objectives and targets;
- Ensuring that this OH&S Policy is available internally (to all persons working for or on behalf of the company) and externally (the public or other interested parties that requests it) in hard or electronic copy.

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All employees on their part will actively contribute to this policy by promoting a safe working environment, which is free from accidents and ill health and they are encouraged to report incidents, hazards, risk and opportunities without fear of reprisals.

The Company recognises and accepts responsibility for providing a safe and healthy working environment for all persons in its employment and will also seek to ensure that where persons are indirectly engaged in work on its behalf (i.e. through sub-contractors) that such sub-contractors comply with the spirit and intention of this Policy.

The Company has a formal Integrated Management System (IMS) which is operated in accordance with ISO 9001:2015 Quality Management Systems - Requirements, ISO 14001:2015 Environmental Management Systems – Requirements & ISO 45001:2018 Occupational Health & Safety Management Systems – Requirements, whilst still meeting the company business.

Adherence to the IMS is mandatory and ensures all Policies are subject to ongoing review via the formal mandatory Management Review Process, which includes setting / reviewing Occupational Health & Safety Objectives and Targets, Opportunities and Associated Risks (Risk Register) and acts as a monitor to the ongoing effectiveness of the company's systems and ensures that the changing needs and circumstances of the business are reviewed for risk.

The individual responsibilities of Management, Staff and Employees are contained in the Health & Safety Policy 'Arrangements' section found in the Employee Handbook and within the HSEQ section of the IMS. Such responsibilities form part of the individual's conditions of employment and in the case of sub-contractors, conditions of contract with the Company.

The Business Manager is responsible for the maintenance of the IMS. The Business and Training Manager have full authority to carry out the occupational health & safety policy of the company including responsibility for advising and informing the staff on health & safety matters.

The Business Manager holds overall responsibility for health, safety and welfare and shows full management commitment, leadership in pursuance of this Policy by the signature below.

This policy will be regularly reviewed to ensure that the objectives are achieved. It may be amended and, if necessary, revised in the light of legislative or organisational changes.



Signed: _____

Andie Marshall - Business Manager

01 November 2023