

Health and Safety Policy Statement

It is the policy of Thomas Armstrong (Holdings) Ltd. to take all reasonably practical measures to ensure the safety, good health and welfare at work of all its employees, and others who may be affected by its undertakings, and to comply with all the relevant provisions of the Law in this respect

The Company, so far as is reasonably practicable will:-

- a. Provide and maintain plant and systems which are safe and without risk to health.
- b. Provide arrangements for the safe use, handling, storage and transportation and disposal of articles and substances.
- c. Provide information, instruction, training and supervision as is necessary to ensure employees are competent to do their tasks in a safe manner.
- d. Provide and maintain all places of work, and all means of access and egress, which are safe and without risk to health.
- e. Make regular assessments of risks to employees and take appropriate preventative protective measures and
- f. Shall ensure adequate financial and technical resources are provided and such proposed costs are identified in the company's projected plan.
- g. Take all reasonable precautions to prevent accidents, incidents and cases of work related ill health
- h. The Health & Safety Policy shall be reviewed on an annual basis or following changes to the organisation or in legislation.

In order that the companies can achieve their above objectives, it is important that employees recognise their duty, whilst at work, to take reasonable care for the health and safety of themselves and of other persons. Employees should also co-operate fully with the company or anyone else concerned, to ensure that their obligations are performed or complied with.



All employees of the companies agree, as a term of their contract of employment to comply with their individual duties under the Health and Safety at Work Act and the Management of Health and Safety Regulations and other legislation as mentioned within this policy. The attention of all employees is drawn to the safety rules and procedures within this policy and recognise that failure to comply with their health and safety duties and obligations can lead to dismissal from employment. In the case of serious breaches such dismissal may be instant and without prior warning.

This policy has been prepared in furtherance of section 2 of the Health and Safety at Work etc. Act and binds all staff. We request that our clients and visitors respect this policy, a copy of which can be obtained on request.

A handwritten signature in black ink, appearing to be 'L. ...', is positioned above the typed name of the Group Health & Safety Director.

Group Health & Safety Director
Thomas Armstrong (Holdings) Ltd
3rd February 2021