

# Health Safety

## Policy Statement

---

**TECHSIL Ltd** is committed to the Health & Safety of our colleagues & others who may be affected by our business activities. Our target is 'Zero Lost Time Incidents' or 'Zero Harm' & we aim to achieve this by ensuring, so far as is reasonably practicable, under the following headings, that we will:

- **Resources:**  
Ensure adequate resources, including the provision of competent personnel, are made available to ensure the effective implementation of this Policy.
- **Laws and Regulations:**  
*Comply with or exceed all applicable health & safety laws, regulations & standards. Apply the 6 mandatory, Diploma Group H&S standards, Machinery Safety, Contractor Management, H&S Training & Competence, Workplace Transport, Warehousing & Lone Working, (which are available on the Purple Portal), and any additional standards where local legislation is inadequate.*
- **Risk Assessment & Control:**  
Ensure there is a systematic approach to the identification of hazards & the reduction of risk through the process of risk assessment & application of safe working practices. Review the risk assessments & SOP's at least every 2 years, but more often when significant change occurs.
- **Continual Improvement:**  
*Develop an improvement plan to address areas of risk, poor performance or potential hazards & ensure the implementation of corrective actions. Review & update the plan at regular intervals.*
- **Inspections:**  
Ensure health & safety standards are achieved in practice by completing health & safety inspections & audits. Includes regular internal inspections undertaken by management & external audits undertaken by a third party.
- **First Aid Training:**  
*Ensure that an adequate number of staff are given formal first aid training & that suitable equipment is provided to carry out first aid duties & to maintain first aid equipment.*
- **Housekeeping & Cleaning:**  
Ensure workplaces remain tidy & free of unnecessary obstructions, by undertaking regular housekeeping, including routine cleaning & maintenance of the facility & equipment to ensure that safe conditions are maintained
- **Remote Working:**  
*Implement procedures for staff working remotely/off site, such as the external sales team & when working from home.*
- **Suitable Working Environment:**  
Ensure there is a safe & healthy workplace & work environment, including the provision of safe tools, plant & equipment, safe systems of work, & suitable hygiene & welfare facilities.

# Health Safety

## Policy Statement

---

### ➤ **Training:**

*Provide the necessary instruction, information, & training to our employees & to others, including temporary staff, to ensure they are competent to do their work safely. Training includes general health & safety, emergency procedures & role specific safety requirements.*

### ➤ **Communication and Engagement:**

Ensure that effective consultation with our employees, takes place, on matters relating to health, safety & welfare, to include the policy, procedures & other safety related rules, that staff are required to follow. Special attention is given to staff who work remotely.

### ➤ **Record Keeping:**

*Keep records for risk assessments & mitigation, improvement plans, accident investigations, health & safety inspections, training & instruction, maintenance of premises & equipment, & committee meetings.*

### ➤ **Reporting:**

Follow the group policy on all health & safety reporting, including LTI's, near misses & minor injuries, in addition to the requirements of current legislation & regulations.

To effectively implement this Policy, TECHSiL Ltd operates a comprehensive Health & Safety Management System (HSMS). The HSMS is implemented by the HSEQ Manager, &, where required, is made available to others working on our behalf. This document is made available to colleagues. This document has been prepared to illustrate how we propose to manage our Health & Safety obligations & meet the requirements of current legislation, best practice, & our clients.

This Policy is fully endorsed by the Managing Director. A copy of this Policy will be displayed in a prominent position at our premises.

**Signed:**

A handwritten signature in black ink, appearing to read 'Jill Tennant', is written over a light grey background within a rectangular box.

**Jill Tennant**  
**Managing Director**

**HSPS001 Revision 9 of 3 December 2025**