

3. POLICY STATEMENTS

Health and Safety Policy Statement

The company accepts its responsibilities towards its employees and any other person who may be affected by the work undertaken by the company. It is therefore the policy of Applied Power Engineering Ltd that as well as complying with the Health & Safety at Work etc. Act 1974, all statutory provisions made under it, ISO 45001:2018 and all legal and other requirements, the company will do its utmost to ensure operations under its control are undertaken to the highest standards of health and safety. This is in the interest of the company, its employees and contractors, clients and any other persons who could be affected by the work undertaken by the company.

If the company's policy is to be effective, it must be implemented by all directors, managers and staff (and subcontractors), who must appreciate the contribution they must personally make to minimising risk of injury and ill health in the work environment to ensure safe and healthy working conditions. The collective duties of the directors, managers and all employees are detailed in the Health & Safety Policy document. The policy provides a framework for the company's OH&S objectives that consider the organization's hazards, OH&S risks and OH&S opportunities.

If accidents and incidents are to be avoided, good, professional and competent working practices are required. Therefore, all those working on behalf of Applied Power Engineering Ltd shall familiarise themselves with their duties as detailed in the Health & Safety Policy, together with the health and safety procedures relating to their work.

The company encourages all employees to take a pro-active role in improving health & safety performance, by providing training and toolbox talks and inviting staff representatives to attend safety meetings. It is recognised that the communication of health and safety between all levels of employees is important and is to be encouraged.

An effective training programme is essential to promote and maintain health and safety awareness. Therefore, directors and managers should plan and budget for health and safety training for all levels of employees in accordance with company guidance.

Similarly, well-maintained plant and equipment is essential. The company has procedures in place to cover regular maintenance and inspection and it is the responsibility of project managers to ensure that these are followed.

The Board, assisted by the external health and safety advisor, will monitor the day-to-day application and operation of this policy and encourage the integration and co-operation of all to achieve measurable continual improvement. The external health and safety advisor is available to assist and advise all employees on any matters relating to health and safety.

This statement is to be displayed in a prominent position at all work locations and sites. The Health & Safety Policy and supporting documents are available to all staff through the company's computer system and the Policy will be reviewed and updated on an annual basis, with the support of the external health and safety advisor and with the assistance, input and support of the collective Board.

To assist sites and staff who do not have immediate access to the company's computer system, a copy of the Health & Safety Policy, with details of the organisation and arrangements for implementing the policy, will also be available at each work location, for reference by any employee. Employees and subcontractors will be made aware of the company's health and safety systems through the company's induction procedures.

The policy will be subject to a minimum annual review.

Darren Bailey



**Managing Director
Applied Power Engineering Ltd**

10th January 2024

This policy is available to other interested parties upon request and on www.apeltd.com.