



Health and Safety Policy (H&S)

It is ETC Comms Limited policy to ensure, as far as reasonably practicable, the health, safety and welfare of its employees whilst at work, and to have due regard for visiting and neighbouring members of the public. This is a statutory duty under the Health and Safety at Work Act 1974 and supporting regulations.

Our employees have a statutory duty to take reasonable care for the health and safety of themselves and others that may be affected by their acts or omissions at work and to co-operate with the company to meet its duties.

To enable these duties to be carried out, it is our intent to ensure that responsibilities for health and safety matters are effectively assigned, accepted, and fulfilled, consistent with good practices throughout the company at all levels within the organisational structure.

The company so far as reasonably practicable will

- Provide and maintain safe and healthy working conditions, plant, equipment and systems for all our employees.
- Provide and maintain safe workplace with safe access and egress to the workplace.
- Ensure storage, handling, usage and transporting of articles and substances is safe and without risk to health.
- Provide all employees with information, instruction, training and supervision as necessary to secure their safety and health at work
- Ensure continuous risk assessments are carried out.
- Ensure monitoring activities are undertaken to maintain agreed standards.

With this intention, the company will provide funds, materials and staff, together with the necessary information, instruction, training and supervision to provide a safe environment.

Whilst it is a statutory duty to comply with regulations, these are seen as a minimum requirement only. ETC Comms Limited expects the full co-operation of all employees to improve standards in all aspects of health and safety at work.

This policy shall be communicated to all employees, contractors and made available to relevant stakeholders. It shall be reviewed every three years or whenever necessary to ensure relevance and appropriateness.

A handwritten signature in black ink, appearing to read 'Edward Chawira', written over a horizontal line.

EDWARD CHAWIRA

Managing Director

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