



## HEALTH & SAFETY POLICY STATEMENT

The Health & Safety at Work Etc. Act 1974 requires RCU Solutions Limited to ensure, so far as is reasonably practicable, the health and safety of our employees and anyone else who may be affected by our acts or omissions. Our defined performance standard is zero accidents and compliance with legislative requirements will be the minimum acceptable standard adopted to achieve this goal.

In order to carry out this policy, responsibilities for occupational health and safety have been clearly defined, allocated and accepted at all levels. All employees must play their part in implementing this policy in accordance with the relevant company policies, procedures, legislation and other compliance obligations, if safety standards are to continually improve.

To achieve this, we are committed to:


- Providing safe and healthy working conditions for the prevention of work-related injury and ill health;
- Setting and monitoring health and safety objectives across the business, aimed at continual improvement in safety performance and management, through the Business Risk Register;
- Fulfilling legal requirements and other requirements as relevant to our operations;
- Eliminating hazards and reducing OH&S risks, and providing adequate control of residual occupational health and safety risks arising from our activities in relation to employees, contractors, clients, the public and other third parties, through risk assessments of our activities and implementing effective measures to control the risks present;
- Continual improvement of the OH&S management system;
- Consultation and participation of workers, and, where they exist, workers' representatives;
- Communicating with all employees about their health and safety and providing them with sufficient information, instruction and training through positive management and supervision in order to implement this policy;
- Providing sufficient resources so that proper provisions for health and safety can be made;
- Providing and maintaining safe equipment, safe working practices, safe working environment and adopting industry best practice and implementing safe systems of work;
- Assuring every employee or person working on behalf of the company that they have the absolute right to decline to carry out work if they feel it is not safe to do so (via our Whistle Blowing Policy);
- Operating a Management System in accordance with the requirements of ISO 45001 and reviewing the risks and opportunities to our business.

This policy will be reviewed annually as part of the management review process, to ensure its continued relevance and adequacy.

It is part of the company's training programme to ensure that this policy statement is briefed, understood and implemented at all levels within the company.

This Health and Safety Policy Statement is available to interested parties via our website and on request.

  
**Managing Director**  
**Glenn Clark**  
**November 2019**

  
**Operations Director**  
**Nick Carroll**  
**November 2019**