



## Health, Safety and Wellbeing Policy

In accordance with *Section 2(3) of the Health and Safety at Work etc. Act 1974*, and in fulfilling our obligations to both employees and the public who may be affected by our activities, the Directors of Handylad London Limited have established the following *Health, Safety, and Wellbeing Policy*.

Our goal is to create a working environment free from work-related accidents, incidents, and ill-health. To achieve this, we are committed to making continuous improvements each year.

We undertake to discharge our statutory duties by:

- Complying with applicable legal requirements, industry best practice, and with other requirements to which the company subscribes regarding Occupational Health and Safety.
- Identifying hazards in the workplace and on our sites, assessing the risks related to them and implementing appropriate preventative and protective measures.
- Providing and maintaining safe work equipment.
- Establishing and enforcing safe methods of work.
- Recruiting and appointing personnel who have the skills, abilities, and competence commensurate with their role and level of responsibility.
- Ensuring that tasks given to employees are within their skills, knowledge, and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information, ensuring all persons within the organisation are made aware of their individual OH&S responsibilities.
- Demonstrating and require a commitment to the consultation and participation of workers.
- Identifying opportunities and needs for continual improvement of OH&S performance and the prevention of injury and ill health through reporting near miss and safety observation.
- Providing sufficient funds to meet these objectives.
- Ensure that health, safety, and wellbeing will not be compromised for other objectives.

All employees are encouraged to actively contribute to creating a work environment free from accidents, incidents, and ill health. Our *Health, Safety, and Wellbeing Policy* will be reviewed annually to monitor its effectiveness and ensure it remains relevant and appropriate to the organisation. Additionally, we have several meetings where issues and improvements can be discussed and escalated to directors when necessary.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures, and guidance that together form the Health & Safety Policy for Handylad London Limited.

Approved by

Mihai Chelmus BEng (Hons)  
Director

17<sup>th</sup> November 2023