

# Health & Safety Policy

Excellerate Services UK, through its Senior Leadership Team, is committed to continual improvement in health, safety and wellbeing performance with the ultimate objective of causing no incidents or ill-health to our staff or any other persons who may be affected by our activities.

Through this policy it is the intent of Excellerate Services UK to comply with the principles of ISO 45001 as a minimum and this will be achieved by adopting best practice within the sectors in which we operate.

Excellerate Services UK recognises that to achieve the above objectives, it is essential that our promotion of high standards of health, wellbeing and safety is based on a systematic and proactive approach founded on effective risk assessments, appropriately defined risk control measures, and continually monitored risk management processes and procedures.

Equally, while the Senior Leadership Team accept that they have the overall collective responsibility to ensure that appropriate health and safety provisions are identified and implemented all members of staff are expected to carry out their duties in such a way as to ensure their own and others' health, safety and wellbeing. All members of staff must actively support the implementation of this Policy.

In implementing this Policy, it is the commitment of the Senior Leadership Team to provide:

- A proactive environment to reduce health and safety risk to our staff, clients and anyone else who may be affected by our undertakings.
- A safe and healthy working environment based on systematic and regularly reviewed risk assessment and the implementation of appropriate risk control measures.
- A positive health, safety and wellbeing culture which encourages staff to take an active role in health and safety within the organisation and feel free to raise any concerns they have regarding health, safety and wellbeing issues.
- Procure and maintain machinery, consumables and implement systems of work that are so far as reasonably practicable, safe and without risk to health.
- Sufficient and appropriate health and safety training, tailored to the needs and activities of the various roles and functions undertaken by our staff.
- Open, transparent and inclusive communications on all matters relating to health and safety, including engagement and consultation with all staff.
- Necessary resources to enable Excellerate Services UK to meet the requirements of the health and safety policy.
- Continuous ISO 45001 certification.

This Policy statement and the processes which underpin it will be regularly reviewed to ensure the objectives of this Policy are being met on a day-to-day basis within the organisation.

Signed on behalf of Excellerate Services UK Ltd



**J Venter, Group CEO UK and Ireland**

**Date: December 2023**