

HEALTH & SAFETY POLICY

EXCELLERATE
SERVICES

WHERE **BETTER** BEGINS

Introduction to Excellerate Services UK

Our organisation is made up of brilliant people. Each of us is unique, whether in terms of our background, personal characteristics, experience, skills or motivations. And we value our people for the differences they bring to the table. These differences - this diversity - is powerful. Fostering an inclusive culture helps each of us to benefit from a wider range of these different perspectives, experiences and skills. We believe that this creates a happier, more productive working environment for us all.

1. Purpose & Scope

The policy statement serves several essential functions:

- Demonstrates leadership commitment: Shows that senior management prioritises the health, safety, and welfare of employees and others affected by its operations.
- Sets clear intentions and goals: Outlines the organisation's approach to preventing accidents, injuries, and ill health.
- Ensures legal compliance: Helps meet obligations under the *Health and Safety at Work etc. Act 1974* and other relevant regulations.
- Promotes a safety culture: Encourages proactive risk management and employee involvement in safety practices.
- Supports continuous improvement: Provides a framework for monitoring, reviewing, and improving health and safety performance.

The scope defines where and to whom the policy applies:

- Applies to all employees: From senior leadership to temporary staff and contractors.
- Covers all work activities and locations: Including offices, field sites, remote work, and travel.
- Addresses all relevant risks: Physical, chemical, biological, ergonomic, and psychosocial hazards.
- Includes legal and regulatory obligations: Such as risk assessments, training, incident reporting, and consultation with employees.
- Extends to stakeholders: Visitors, clients, suppliers, and the public where applicable.

2. Policy Governance

- Policy Owner:
 - Head of Compliance & Risk
- Responsibilities:
 - Oversight of all associated policies
 - Ensuring timely updates
 - Implementation support and escalation

- Oversight Body:
 - Health & Safety Managers
 - Management Review Team
 - Minimum annually
 - Reviewed by Head of Compliance & Risk
 - Signed off by CEO

- Review Schedule:
 - Annual review
 - Review log (with version control and sign-off by oversight body)

3. Commitment to Frameworks

- Alignment with:
 - Health & Safety at Work etc. Act 1974
 - Management of Health and Safety at Work Regulations 1999
 - ISO 45001:2018 – Occupational Health and Safety Management Systems
 - HSE Guidance and Approved Codes of Practice (ACoPs)
 - Legal and Regulatory Requirements

4. Responsibility Matrix (RACI)

Umbrella Policy	Overview Body	Responsible Person (s)	Informed
Labour & Human Rights Policy	UN Guiding Principles on Business and Human Rights	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
Associated Policy	Overview Body	Responsible Person (s)	Informed
Health & Safety Policy, Responsibilities and Arrangements document	British Assessment Bureau	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES PS 10 Drug and Alcohol Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES PS 11 Code of Conduct Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES PS 12 Safeguarding Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain

ES PS 19 Lone Working Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES PS 22 Working Conditions Charter	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES(D).05.14 COSHH Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES(D).05.18 Driving at Work Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES(D).05.25 Staff Training Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain
ES(D).05.26 Pregnant Workers Policy	ISO 45001:2018	Head of Compliance & Risk – Director of People Services - CEO	All staff Customers Supply Chain

5. Communication & Accessibility

- Published on:
 - External website
 - Internal intranet
 - Electronic Noticeboards
- Included in:
 - Colleague Handbook
 - Annual compliance and refresher training

6. Policy Statement

At **Excellerate Services UK** we are committed to providing and maintaining a healthy, safe, and supportive working environment for all employees, contractors, visitors, and others who may be affected by our operations. Our objective is to prevent workplace incidents, injuries, and occupational illnesses, while promoting the well-being of all individuals within the organisation.

We are dedicated to complying with the **Health and Safety at Work Act 1974**, subsequent legislation, and the principles of **ISO 45001** to ensure that we not only meet legal obligations but strive for continual improvement in health, safety, and well-being performance

The Senior Leadership Team accept that they have the overall collective responsibility to ensure that appropriate health and safety provisions are identified and implemented, our duties under current health and safety legislation,

Excellerate Services UK recognises it has a duty to make regular assessments of the hazards and risks created during our business.

We also recognise our duty, as far as is reasonably practicable to:

- meet our legal obligations to maintain safe and healthy working conditions.
- provide adequate control of the health and safety risks so identified.
- consult with our employees on matters affecting their health and safety.
- provide and maintain safe plants and equipment.
- ensure the safe handling and use of substances.
- provide information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language.
- ensure that all workers are competent to do their work, and to give them appropriate training.
- prevent accidents and cases of work-related ill health.
- actively manage and supervise health and safety at work.
- have access to competent advice.
- Seek continuous improvement in our health and safety performance and management through regular (at least annual) review and revision of this policy.
- Provide the resources required to make this policy and our Health and Safety arrangements effective.

We also recognise:

- our duty to co-operate and work with other employers when we work at premises or sites under their control to ensure the continued health and safety of all those at work.
- our duty to co-operate and work with other employers and their workers, when their workers come onto our premises or sites to do work for us, to ensure the health and safety of everyone at work.

To help achieve our objectives Managers and Supervisors and all members of staff are informed of their responsibilities to ensure they take all reasonable precautions, to ensure their own and others health safety, and welfare of those that are likely to be affected by the operation of our business.

All members of staff must actively support the implementation of this Policy.

We achieve this by explaining their duty and setting out our company health and safety rules in an Employee Company Handbook which is made available to every worker employed by us.

Signed on behalf of Excellerate Services UK Ltd

A handwritten signature in black ink, appearing to be 'Johan Venter', written over a horizontal line.

Johan Venter, Group CEO UK & Ireland

Issue Date: 12th March 2026



CERTIFICATE OF REGISTRATION

The management system of certificate number 249522

Excellerate Services UK Ltd
65 Leonard Street, London, EC2A 4QS, United Kingdom

has been assessed and certified as meeting the requirements of:

ISO 45001:2018

Provision of Commercial Industrial Cleaning and Support Services, including S/C Grounds Maintenance, Pest Control, Window Cleaning, Feminine Hygiene, Waste Management, Manned Security Guarding, CCTV and Key Holding Services to all industries and sectors within the UK and Ireland

Further clarifications regarding the scope of this certificate and the applicability of requirements may be obtained by consulting the certifier.



8289



Valid from:
Initial certification: 06 May 2021
Latest issue: 22 October 2025
Expiry date: 04 November 2028
Subject to annual assessments.

Authorised by

A handwritten signature in black ink, appearing to read 'Steve Russell'.

Steve Russell
Chief Governance Officer

british-assessment.co.uk

Certificate issued by Amtivo Group Limited T/A British Assessment Bureau Ltd.

Certification is conditional on maintaining the required performance standards throughout the certified period of registration.
Amtivo Group Limited, 30 Tower View, Kings Hill, Kent, ME19 4UY.

veriforce[®]
CHAS[®]

STANDARD

SSIP
Founder Member

CERTIFICATE OF
COMPLIANCE

This is to certify that

EXCELLERATE SERVICES UK LIMITED

Membership No.: CHAS-29023428
Deem to Satisfy
SSIP Approved (NOT A CDM DUTYHOLDER)

has demonstrated compliance with the CHAS standards in line with SSIP Core Criteria and UK H&S Legislation.
Full SSIP Core Criteria assessment carried out by SafeContractor with originating expiry date 31/05/2026

Colby Lane
Colby Lane
Chief Executive Officer

STANDARD
CHAS[®]

CERTIFICATE VALID UNTIL	31/05/2026
CERTIFICATE DATE OF ISSUE	03/06/2025
DATE OF INSPECTION	03/06/2025
CERTIFICATE NUMBER	0D6DA373-25C3-4096-8033-0451BA220E21

0345 521 9111
CHAS.co.uk

The information on this certificate is correct at the time of issue. To confirm the validity of a contractor, please visit www.veriforce.co.uk
Full validation of this certificate should be made via the SSIP Portal www.ssiportal.org.uk



Certificate of Approval

This is to certify that
Excellerate Services UK Limited

has achieved SafeContractor approval

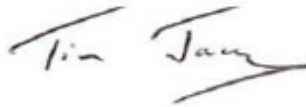
Date: 29th May 2025

This certificate is valid until: 31st May 2026

Certificate number: YG2765

Signed:

Tim Jackson
Alcumus CEO



Alcumus SafeContractor Ltd is a UKAS accredited Type C Inspection body under ISO17020:2012 covering the SSIP Core Criteria element of the SafeContractor Assessment Standard.

Full Validation of this certification should be made via the SSIP Portal <https://www.ssiportal.org.uk/>



Certificate

of Verification

This is to certify that

Supplier Name

Excellerate Services UK Limited

Supplier ID

9813

is now a verified supplier on RISQS

RISQS Scheme Manager



Subscription Renewal Date

03-MAY-2026



DEEMED TO SATISFY CERTIFICATE



This certificate confirms the following company has been registered on CQMS Safety-Scheme Portal under the SSIP Deemed to Satisfy Agreement

This is to certify that: **Excellerate Services UK Ltd**
Scope: **SSIP Approved**
Trade: Security Service Provider, Carpet Cleaning, Key Holding, Security Guards, Ability to Subcontract, Office Cleaning, Commercial / Industrial Cleaners, Grounds & Car Park Cleaning, Washroom Services, Janitor, Deep Cleaning

Registration Number: 60947-18533
Original SSIP Certificate with: Alcumus Safecontractor

Full validation of this certificate should be made via the SSIP Portal www.ssiportal.org.uk

Inspection Date: 17/06/2025
Approval Date: 17/06/2025
Expiry Date: 31/05/2026
Certificate Issued Date: 17/06/2025

Kerry Howe, for CQMS Ltd

CQMS Safety Scheme

The Clock | 12-13 Westgate | Grantham | Lincolnshire | NG31 6LT
01476 594410 | www.cqms-ltd.com | safety-scheme@cqms-ltd.com





APPROVED NEAR-TERM SCIENCE-BASED TARGETS

SBTi Services has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Excellerate Services UK Limited conform with the SBTi Standards and Guidance (Criteria version 5.2).

SBTi Services has classified your company's scope 1 and 2 target ambition in conformance with the SBTi Standards and Guidance

The official near-term science-based target language:

Excellerate Services UK Limited commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2024 base year. Excellerate Services UK Limited also commits to reduce absolute scope 3 GHG emissions 42% within the same timeframe.



APPROVED NET-ZERO SCIENCE-BASED TARGETS

SBTi Services has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Excellerate Services UK Limited conform with the SBTi Corporate Net Zero Standards and Guidance.

SBTi Services has classified your company's scope 1 and 2 target ambition in conformance with the SBTi Standards and Guidance.

The official net-zero science-based target language:

Overall Net-Zero Target: Excellerate Services UK Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

Near-Term Targets: Excellerate Services UK Limited commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2024 base year. Excellerate Services UK Limited also commits to reduce absolute scope 3 GHG emissions 42% within the same timeframe.

Long-Term Targets: Excellerate Services UK Limited commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2024 base year. Excellerate Services UK Limited also commits to reduce scope 3 GHG emissions 97% per million GBP value added within the same timeframe.