

# Health and Safety Policy (UK)

**This Policy was last reviewed and approved in April 2024. HRAS International is committed to reviewing this policy annually.**

Version	Date	Change	Author
1.0	April 2024	New policy	ED

It is HRAS International’s aim to achieve excellence in everything that we do and we seek to ensure that we provide all of our staff and subcontractors with the best opportunity to succeed. We are a business that fosters inquisitive behaviours and as such we encourage our employees and subcontractors to challenge unsafe behaviours and to take care of each other, themselves and any others that are impacted by their work.

One way we aim to achieve this is by creating an environment in which every employee and subcontractor can carry out their work safely, and the following statements define our commitment to:

- develop and maintain a Health and Safety Management System that meets or exceeds the requirements of OHSAS 18001:2007;
- communicate the Health and Safety Management System throughout the business and ensure that all employees and subcontractors understand and embrace its requirements;
- consult all employees and subcontractors on a regular basis;
- train all employees and subcontractors to ensure that they have the relevant training and certification to carry out their work safely and to meet the requirements of their role;
- comply with all applicable Health and Safety legislation and regulation;
- carry out risk assessments across our operations and ensure that appropriate control measures are developed in order to mitigate the health and safety risks to employees, subcontractors, clients, visitors and other relevant parties;
- promote employee wellbeing and prevent injury and ill health through continual improvement in occupational Health and Safety management and performance;
- set Health and Safety objectives on an annual basis and review progress made towards these objectives throughout the year at planned Management Review Meetings;

- and continually monitor and review the Health and Safety Management System to ensure that it continues to meet requirements and remains suitable for our business, implementing improvement measures where identified.

We will review this policy annually to ensure that it reflects the needs of our business.

ENDS.