

## HEALTH, SAFETY and ENVIRONMENT POLICY STATEMENT GENERAL STATEMENT

Enertherm Engineering Ltd recognizes that good health, safety and environmental management forms an integral part of managing its operations and meeting its corporate and social responsibilities. It is company policy to comply with all legislation, including the Health and Safety at Work Act 1974 and as such Enertherm Engineering has put in place robust controls to ensure we are meeting our obligations under the Act. Enertherm Engineering is committed to ensuring through training and communication that we have a positive health and safety culture, ensuring that reasonable steps are taken at all times to avoid accidents and ill-health in the workplace. The company is also committed to monitoring and reducing the impact of our operations on the environment.

The company places great importance on protecting the health, safety and welfare of all of its employees, contractors and other persons affected by their work. Our directors and managers play a key role in maintaining these standards, and regard their responsibilities under the Health and Safety Act and the businesses role in reducing it's carbon footprint as equally important as maintaining quality work, customer service and profitability.

The board will undertake to protect the health and safety of all persons engaged in its activities, and those affected by its undertakings, through:

- Providing and maintaining working environments which are safe, and so far as is reasonably practical without risk to health and welfare;
- Providing plant, equipment and systems of work that are safe, quality checked and without risk to health;
- Providing information, instruction, training and supervision to all staff;
- Ensuring that subcontractors/third parties engaged with undertake adequate training and supervision of their own staff contracted to undertake work on projects for our firm.
- Identifying hazards, and evaluating and managing significant risks to which our employees and others may be exposed;
- Implementing emergency procedures, and
- Engaging and consulting with our employees and contractors.

In order to implement this policy, the company will:

- Address health, safety and environmental issues at board meetings;
- Ensure health, safety and environmental issues are considered when making business decisions;
- Comply with relevant legislation, codes of practice and standards, and work in partnership with our clients, suppliers and contractors to raise health, safety and environmental concerns wherever a breach of this policy may occur;
- Ensure that all employees are trained to fulfil their responsibilities in respect of health, safety and environmental duty of care;
- Take disciplinary action against any employee willfully failing to comply with their duties under this policy

This policy requires the full co-operation of employees at all levels, and employees are reminded that they have specific legal responsibilities to:

- Ensure the health, safety and welfare of themselves and any other persons who may be affected by their acts or omissions at work.
- Co-operate with the company to comply with any statutory requirements placed upon them.
- Familiarise themselves with their responsibilities as listed under the Organization section of the Health & Safety Policy.
- Highlight any area where they feel further training and awareness is required to conduct their work safely whilst minimizing risk to themselves and other staff.
- Report unsafe conditions to the designated competent officer as soon as they become aware of these and using the appropriate channels.

The Responsible Director and the board of directors will ensure that the policy is monitored and reviewed.

Signed:

A handwritten signature in black ink, appearing to read 'Pierrel', is written over a light blue arrow graphic pointing towards the right.

Francois Pierrel- Managing Director

Date: 20/03/2021