



Health and Safety Policy

Ladybird Communications Limited is committed to protecting the health and safety of its employees, contractors and visitors. The Company will take all reasonably practicable measures to provide a safe working environment and to protect people from personal injury and health hazards. The Company recognises that a safe and healthy work environment is a high priority along with other statutory duties and business objectives.

The Company will initiate and promote measures to enable employees to preserve and enhance their health and safety within the working environment. Employees have a duty to act responsibly and to do everything that can be reasonably expected to prevent injury to themselves and fellow employees.

The Company will:

- Provide and maintain a healthy and safe work environment including safe means of access and egress to and from Company premises.
- Comply with UK legislative requirements.
- Maintain a specific organisational structure, including designation of key employees, to formulate, manage and implement health and safety procedures and programmes.
- Provide information, supervision and training, as necessary, to assist employees and individuals contracted to provide services to the Company to make responsible and informed contributions to their health and safety within the working environment and to the health and safety of others who may be affected by their activities.
- Identify, assess, manage and monitor health and safety risks in order to eliminate or mitigate adverse effects on employees, contractors, visitors, the general public and physical property.
- Monitor health and safety performance.
- Evaluate the success of the Company health and safety policy, revising it where and when necessary and bringing any revisions to the attention of all employees.
- So far as is reasonably practicable, integrate health and safety considerations into business planning, decision making processes and company management practices.
- Promote health and safety issues, as appropriate, with suppliers, customers, industry associations, local authorities, and other stakeholder groups.
- Provide appropriate welfare, sanitary and hygiene facilities.
- So far as is reasonably practicable, provide, operate and maintain buildings, plant, machinery, equipment and systems of work that are safe and without risks to health or property.
- Ensure that Company staff working from their home or other premises as part of their normal duties are provided with opportunities to recognise and avoid potential risks to their health and safety.

Melvyn Bird, Director, accepts overall responsibility for health and safety in the Company and the implementation and review of this policy. The Company has identified specific managers with responsibilities for health and safety issues. A structure has been set up to ensure compliance with health and safety legislation.

This policy statement will be brought to the attention of all our employees.

Signed:

Date: 1st April 2023