

# HEALTH AND SAFETY POLICY STATEMENT

Neilcott recognise that the Health and Safety at Work etc Act 1974, imposes statutory duties on employers and employees and to enable these statutory duties to be carried out, it is the policy of this organisation, so far as reasonably practicable, to ensure that responsibilities for safety and health are properly assigned, accepted and fulfilled at all levels of our organisation and that all practicable steps are taken to safeguard the health, safety and welfare of all employees and visitors to the premises or operations under our control.

The company is committed to consistently improving its health and safety performance. It is the intention of our organisation, as far as reasonably practicable to:

- Set and maintain high standards of safety and provide for a healthy working environment for all employees.
- Provide the means for discussion and review of up-to-date information on all aspects of health and safety.
- Set aside the necessary resources (organisational & monetary) for all health & safety requirements.
- Provide all employees with up-to-date information to enable them to fulfil their responsibilities competently and enable two-way consultation and participation in Company activities.
- Ensure arrangements for the use, handling, storage, and transport of articles and substances for use at work are safe and are without risk to health.
- Comply with all relevant statutory requirements under The Health and Safety at Work etc Act 1974, The Construction (Design and Management) Regulations 2015 and other relevant third party/client requirements and to ensure all staff are aware of these requirements.
- Ensure that this policy statement and all supporting documentation are regularly reviewed in the light of changes in operational and statutory requirements.
- Set health and safety objectives and performance criteria and review them annually or whenever deemed necessary.
- It shall be the duty of all employees at work:  
To take reasonable steps for health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

As regards any duty or requirement imposed on the employer or any other person by or under any of the relevant statutory duties to co-operate with the organisation so far as is necessary to enable that duty or requirement to be performed or complied with.



**David Huxley**  
**Managing Director**  
**October 2025**