

Health, Safety and Wellbeing Policy

In accordance with its duty under Section 2(3) of the Health and Safety at Work etc. Act 1974 and in fulfilling its obligations to both employees and the public who may be affected by its activities; the Directors of Swanton Consulting Limited have produced the following statement of policy in respect of health, safety, and wellbeing.

It is our aim to achieve a working environment which is free of work-related accidents, incidents, and ill-health and to this end we will pursue continuing improvements from year to year.

We undertake to discharge our statutory duties by:

- Complying with applicable legal requirements, industry best practice, and with other requirements to which the company subscribes regarding Occupational Health and Safety.
- Identifying hazards in the workplace and on our sites, assessing the risks related to them and implementing appropriate preventative and protective measures.
- Provide safe working environment environments and suitable welfare facilities for all
- Providing and maintaining safe work equipment.
- Establishing and enforcing safe methods of work.
- Recruiting and appointing personnel who have the skills, abilities, and competence commensurate with their role and level of responsibility.
- Ensuring that tasks given to employees are within their skills, knowledge, and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information, ensuring all persons within the organisation are made aware of their individual OH&S responsibilities.
- Demonstrating and require a commitment to the consultation and participation of workers.
- Identifying opportunities and needs for continual improvement of OH&S performance and the prevention of injury and ill health through reporting near miss and safety observation.
- Providing sufficient funds to meet these objectives.
- Ensure that health, safety, and wellbeing will not be compromised for other objectives.

All employees on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents, incidents, and ill health.

Our health, safety and wellbeing policy will be reviewed annually to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation. In addition there are a number of forums where issues and improvements can be made and escalated to directors where applicable

This statement is to be read in conjunction with the responsibilities, arrangements, procedures, and guidance that together form the health and safety policy for Swanton Consulting Limited.

Approved



Simon Bahaire BEng Hons DIS CEng MICE
Director

20th June 2025