

HEALTH & SAFETY POLICY

Issue: 4 Revision: 1
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Prepared by:

Name: Belinda Bishop

Title: Quality and Compliance Director

Accepted by:

Name: Paul Jacomb

Title: CEO

Change/Review Notes:

Date of Issue/Review	Issue:	Revision No:	Details of Revision
November 2017	1	0	First version
October 2018	2	1	General Revision
May 2019	3	1	Reviewed for audit, <ul style="list-style-type: none"> • CEO changed to Chairman • Date and version updated
February 2020	3	2	Change of Personnel
March 2020	4	1	General review and revision of content

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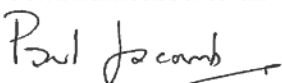
The STM Group (UK) Ltd Senior Management Team is committed to ensuring compliance with all relevant legislation, together with other relevant safety standards, safe working conditions, and requirements for the prevention of work-related injury, ill health, or near-miss incidents. It accepts responsibility for ensuring, in accordance with ISO 45001 and so far as is reasonably practicable, the health, safety and welfare of all STM employees, and other interested parties, whilst working at Company and client assignments.

The Senior Management Team will ensure the principles of Health and Safety are clearly understood throughout STM, and will remain committed to protecting the personal health and safety of all STM employees, and other interested parties, by:

- Ensuring that there are arrangements in place for the effective planning, implementation, development, and review of the Health & Safety system and processes, with a specific focus on continuous improvement. This will include working in partnership with interested parties to jointly manage health, safety and wellbeing at client assignments
- Ensuring that appropriate systems are both developed and maintained for the effective communication of Health and Safety policy throughout STM, and that these are readily accessible to all employees, and interested parties, at Company and client assignments.
- Ensuring that employees, and other interested parties are consulted on matters relating to Health and Safety policy and performance. All will be encouraged to support and promote a positive Health and Safety culture, by actively participating in all elements of the Health & Safety Management System through regular meetings, and other forms of communication.
- Ensuring that the organisational Health and Safety performance objectives are appropriate to the nature of the activities of STM (and other interested parties), and all employees are aware of their contribution to the successful achievement of these objectives
- Providing the necessary information, instruction and training, to employees, in order to promote individual Health and Safety awareness, encouraging a culture where positive safety behaviours are reinforced, and near-miss reporting is encouraged
- Providing the necessary resources in the form of welfare facilities (so far as is reasonably practicable), financial support, equipment, and expert personnel, in order to ensure the Health and Safety of all STM employees.
- Providing a working environment, supported by relevant information, which promotes a work-life balance, does not induce fatigue, and supports all STM employees with managing respective good health and wellbeing.
- A commitment to the systematic identification of hazards, and the conducting of comprehensive risk assessments, aimed at reducing risks and eliminate potential hazards that may cause injury or ill health

STM recognises that Health and Safety is everyone's responsibility. Employees, and other interested parties, will have specific duties and responsibilities in order to comply with this Policy. Individuals have a direct responsibility to take reasonable care of themselves, and others who could be impacted by their activities. All need to be committed to achieving the standards required to not only actively eliminate risk, but to also report incidents, whilst inspiring others to do likewise.

The CEO retains ultimate responsibility for Health and Safety, within STM, and will review the Health and Safety Policy (annually as a minimum) for continued suitability. This will be specific to STM and communicated to all STM employees, and other interested parties.



Paul Jacomb
CEO
STM Group (UK) Ltd