
OCCUPATIONAL HEALTH & SAFETY POLICY

It is the policy of Agilite that it will identify and adopt best practice in the management of occupational health and safety (OH&S) issues. The company operates an OH&S Management System that is compliant with ISO 45001:2018. The Director who has the responsibility for health and safety matters is Nicolas Leroy, Operations director, with day to day management delegated to the Safety, Health, Environment & Quality manager.

Agilite management are committed to the management of Occupational Health & Safety as an integral and essential component of business management, to the benefit of its staff, its clients, and subcontractors and anyone who may be affected by the Company's activities. The management are committed to:

- the provision of a safe and healthy working environment for staff
- removing hazards and reducing risks so far as is reasonably practicable
- complying with the letter and the spirit of all statutory and regulatory requirements in the country we are working in
- establishing OH&S objectives appropriate to the business and regularly reviewing these
- continually improving our health and safety performance and our OH&S management system
- consulting with staff and encouraging their participation
- maintaining good relations with all regulatory bodies.

Senior members of staff are directly responsible for the health and safety of staff within their control, at all stages of work. Employees are made aware that each one of them has a duty to take reasonable care of their own health and safety and that of anyone who may be affected by their work, and to co-operate with the company in maintaining safe systems of work.

Agilite have identified all the risks /hazardous activities undertaken within the business and developed policies and procedures to identify and reduce them to acceptable/manageable levels. Templates are in place to record the findings of risk assessments, workplace inspections, and any accident reports. Access to further training/guidance is also available where necessary – for example, staff can request training from an ergonomics specialist via CMIE (Centre Medical Interentreprises Europe) on correct workstation set up and posture.

Agilite's health and safety management system will be considered in all aspects of the business, including: procuring goods and services, recruitment, the design and operation of systems of work, the design and delivery of products and services and the control and disposal of waste.

Health & safety information and training is provided to all staff at required levels to ensure their health and safety competence and to promote health and safety awareness.

Every employee has a part to play in the promotion of safety and in the prevention of accidents and ill health at work, and Agilite actively encourages full participation of employees to ensure the success of the Policy. Consultation with employees is promoted via the general staff meetings held every 2 months to update them on the business and topics of interest.

OCCUPATIONAL HEALTH & SAFETY POLICY

The responsibilities assigned to particular individuals, and the procedures for putting this OH&S Policy into effect, are detailed in our Occupational Health and Safety Management system. Nicolas Leroy is directly accountable to the other senior managers for ensuring implementation of this Policy throughout the Business, for annual review of this Policy, and for review of the content of the Manual, which are essential for the successful operation of the management systems.

Copies of this Policy and the OH&S Manual are made available to all employees.

Signed:  Name: **Neil Coales** Date: **19/10/20**