



# Occupational Health & Safety Policy

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# **Occupational Health & Safety Policy**

Agilité is an international commercial interiors services company delivering fit out and a range of specialist services. Agilité is a leader in the commercial office, retail, leisure, luxury, and hospitality fit out sectors.

Agilité's Management is committed to take all reasonable measures to conduct their business activities to ensure the Health, Safety and Welfare of its staff, clients, consultants, and subcontractors, all third parties and suppliers that we work with, visitors to our projects, and members of the public, and anyone who may be affected by the Company's activities. Occupational Health & Safety is an integral and essential component of business management and compliance with it is mandatory for all staff.

This policy identifies and embraces best practice in the management of Occupational Health and Safety (OH&S) matters adopting an Integrated OH&S Management System compliant with ISO 45001:2018. The Director who has the responsibility for health and safety matters is Neil Coales, Managing Director, with day-to-day responsibilities and management delegated to the respective Country Heads – in-country Leads. The delegation has commercial and decision-making authority in accordance with the Group and individual Country governance matrices. Any proposed modification of the system must be shared and approved by the Board before change and / or implementation.

We have adapted our Integrated Management System, policies, and procedures to reflect the idiosyncrasies of all international Business Unit location requirements in a bespoke Health & Safety Manual, translated in local language, communicated to our staff and sub-contractors and strictly applied all our professional services and activities.

The Agilité Management is committed to:

- / The provision of a safe and healthy working environment for all 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, best practice and our OH&S management system processes and procedures.
- / Following and leading industry best practice in order to comply with our customers' Health and Safety requirements.
- / Providing information, instruction, and training to all of our employees and appropriate to their roles and responsibilities within the organization.
- / Guaranteeing suitable and sufficient resources for Health, Safety and Welfare across all levels of the business.
- / Creating and maintaining a positive Health and Safety culture and ensuring that it is our highest priority across all levels of the business.
- / Reviewing this policy at least annually to ensure that it is appropriate to the nature and scale of our occupational Health and Safety risks and remains relevant and appropriate to the purpose of the business.
- / Consulting with staff and encouraging their participation and their feedback maintaining good relations with all regulatory bodies.

Senior members of staff are directly responsible for Health and Safety within their control, at all stages of work. Employees are made aware that each 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.

Agilité has identified the key risks / hazardous activities undertaken within the business and developed procedures, prevention and protection measures 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 as part of onboarding and continuous learning.

Agilité'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, governance and risk management, and the control and disposal of waste.

Health and 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 regardless of what is required by local regulations.

Every employee / consultant has a duty to embrace and embed the promotion of health, safety, and welfare, and in the prevention of accidents and ill health at work, and Agilité actively encourages full participation of employees / consultants to ensure the success of the Policy.

Consultations with employees are held on a regular basis with H&S Consultants.

The responsibilities assigned to particular individuals, and the procedures for putting this OH&S Policy into effect, are detailed in our Occupational and Safety Management System. The Operational Excellence Director, Kirsty Shearer, 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, all of which are essential for the successful operation of the management systems.

A copy of this Health and Safety Policy will be available in all office locations and on all construction sites and made available upon request to any interested party. Overall responsibility for this policy rests with the Agilité Country Heads, Board of Directors, Operational Excellence Director, and Managing Director businesses.

**For and behalf of Agilité Signed:**

Neil Coales

**Neil Coales**  
Managing Director

Date : 01<sup>st</sup> August 2024

Kirsty Shearer

**Kirsty Shearer**  
Operational Excellence Director

Date : 01<sup>st</sup> August 2024



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