

Health & Safety Policy

Section	HSEQ
Subsection	Health & Safety
Procedure	Health & Safety Policy
Version	1
Amended	April 2023
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Approved	Phill Hemsworth
Action	Mandatory
Purpose	Statement of intent for compliance with the group's health, safety, and welfare standards. Define the general actions the group implement and monitor for their health, safety, and welfare duties in accordance with ISO:45001
Applies to	HSS Hire Group PLC and subsidiary companies: - HSS Hire Service Group Limited (Operating Company) including the following: HSS ProService Limited, HSS Training Limited, ABird Limited, Apex Generators Limited

At The HSS Hire Group, central to the health and safety culture, is the commitment from senior management to effectively implement the health and safety systems. Investment in continual improvements to reduce our risks and provide the utmost occupational health and safety standards are also undertaken.

This will prevent any accidental occurrence which may directly or indirectly result in: -

- Injury or occupational ill health to any person(s).
- Damage to or loss of any plant, equipment, property, materials, or products.
- Delays in any processes or operations.
- Events, which may otherwise be detrimental to efficiency.
- Adverse impact upon the environment.

The hire, rehire, provision, sales, supply, and management of installation, of a variety of tools and equipment from UK and Eire locations; including activities performed at ABird and Apex Generators. The provision of training to external and internal candidates. Our provision of safety, health and wellbeing in our workplace considers colleagues and other interested parties including customers, visitors, contractors, local authorities, trade bodies and associations. This is established through our core values, and something we consider in our colleague's performance review process.

The application and promotion of this policy is the responsibility of HSS Hire Group Senior Management. Whilst duties and tasks may be delegated the overall responsibility remains that of Senior Management to ensure that HSS Hire Group complies with all relevant statutory Health and Safety Legislation and Approved Codes of Practice.

HSS Hire Group

- Treats Health and Safety as seriously as other aims.
- Believes that injuries and occupational illness can be prevented.
- Will set and maintain high standards of Health and Safety at all locations, including remote and hybrid working colleagues.

Our Group of companies strive to achieve our strategic and operational goals for health and safety and aims to act responsibly to ensure, so far as is reasonably practicable, the health and safety of all colleagues and interested parties under its control.

HSS Hire Group will:

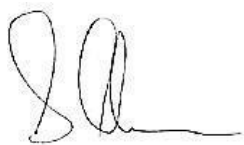
- Set and Monitor safety objectives.
- Be committed to continual improvement in health & safety performance.
- Provide and maintain safe systems of work which will minimise risk to health.
- Carry out an assessment of risk for all persons whilst at work.
- Provide sufficient resources for the management of health and safety.
- Provide information, training, supervision, and assurance as is necessary to promote the health and safety of its employees.
- Seek the full engagement of colleagues and clients in implementing this policy and promoting sufficient safety practices.
- Ensure all colleagues are fit for all the tasks they are required to do.
- Minimise risk of injury or illness created by work activities.
- Ensure that Senior Management actively involve the workforce – including interested parties – as part of a developing health and safety culture.
- Engage in these consultations through Colleague Health and Safety Forums in conjunction with support functions.
- Consult with all relevant colleagues when implementing a management of change.
- Ensure that all incidents and safety observations are investigated to ascertain cause.

Each employee has a duty to co-operate by:

- Complying with appropriate legal requirements and company health and safety rules.
- Reporting serious or imminent danger, incidents or hazards which could lead to injury or damage.
- Reporting any unsafe conditions / acts through the Incident Reporting Centre to ensure their own Health and Safety and challenging the unsafe acts of others.
- Completing safety training in accordance with HSS Hire Group requirements.
- Always follow training provided.
- Wearing, maintaining, and using the protective clothing and personal protective equipment provided.
- Applying good housekeeping to all areas.
- Refusing to work where any employee feels there is a risk to their own or other's Health and Safety, infrastructure, or environment.
- Working safely in the interests of themselves and others.

The implementation of the Health and Safety Policy and the associated standards is accomplished by responsible management. Implementing a plan, do, check, act approach to our health and safety management system. Non-conforming areas are managed to a satisfactory closure. In addition to the basic Health and Safety arrangements outlined in the above policy, special procedures need to be adopted and applied in relation to specific contracts (such as railway work). The contents of the policy are provided to all interested parties and reviewed periodically by the Group's Executive Directors.

This policy is implemented and communicated at all levels of the organisation. It will be maintained as documented information and made available to all interested parties and reviewed annually by the Group's Executive Directors.



Steve Ashmore - CEO HSS Hire Group