

Health & Safety Policy

It is the Company's Policy to ensure and recognise that the health, safety and welfare at work of all employees, whether on the Company's premises or carrying out Company business elsewhere is primarily the Management's responsibility and that, further, a duty of care extends to other persons whilst they are on Company premises.

Kevin Cox, Managing Director, has ultimate authority and responsibility in relation to health and safety topics. Responsibilities for implementing this Policy and ensuring safe working areas and activities on a day-to-day basis are carried by the Managers of each department.

Everyone in the Organisation responsible for other people carries as a primary job function the duty to safeguard their welfare, health and safety whilst at work.

The Directors recognise their responsibilities under the wide range of statutory requirements. The Company has carried out assessments and taken appropriate steps in accordance with the various Health & Safety at Work Regulations 1999 (Management of Health & Safety at Work [as amended 1994 and 1999], Workplace Equipment, Manual Handling, Workplace, Personal Protective Equipment and Display Screen Equipment). These situations will be revised periodically or whenever the introduction of new substances or work equipment is envisaged or working practices change.

All employees and sub-contractors are expected to co-operate with Energy Conservation Solutions Ltd (Energys Group) in ensuring the full implementation of all aspects of this Policy and must ensure that their own work so far as is reasonably practicable is carried out without risk to themselves or others.

The Management Team will do all in their power to ensure that as far as is reasonably practicable:

- The provision and maintenance of a safe place of work is available with proper access together with the provision of equipment, materials, clothing and methods of work incorporating safety precautions that minimise risks to health or safety
- The processing, handling, storage and transport of materials and equipment can be achieved without hazard
- Periodic checks are carried out to monitor and control adherence to statutory requirements, Codes of Practice and Company standards relating to safety, health and welfare in the workplace, taking any necessary steps to eliminate potential or actual hazards
- The provision of such information, instruction, training and supervision necessary to ensure the health and safety at work of employees and the safety of others who may be affected by their actions. New starters will receive appropriate induction training covering health and safety at work topics
- The thorough investigation of all accidents and near-misses with a view to preventing their recurrence
- That contractors and other visitors to the Company premises are made fully aware of and comply with the Company's safety policy, standards and regulations. Prior to any contractor undertaking work on the Company's premises the contractor's competence will be assessed and a safety assessment will occur to evaluate any risks which may be posed to ECSL employees by the contractor's work or personnel, and vice versa
- First-aid facilities, fire precautions, fire-fighting equipment and the emergency evacuation procedure are regularly examined and, if necessary improved

Energys Group Limited

Franklyn House, Daux Road, Billingshurst, West Sussex RH14 9SJ

Phone: 01403 786212 **Fax:** 01403 787 439 **Email:** info@energysgroup.com **Website:** www.energysgroup.com

Registered in England 05691393

Registered address: New Kings Court, Tollgate, Chandler's Ford, Eastleigh, Hampshire SO53 3LG

A company in the Energys Group

The Human Resources Manager is responsible for the management of Occupational Health within the Company.

Employees

Each employee is expected to conform to Company policy and regulations on health and safety topics and to recognise their responsibility in law for their own safety and that of colleagues.

Further, employees are expected to help and co-operate in achieving safe and hazard-free working areas and operations.

Specifically, employees must comply with the following:

- All precautions, protective clothing and equipment prescribed in an approved method of work must be applied as directed
- Only personnel who are trained and authorised to use equipment may do so, provided always that the item is in a safe and proper working condition
- All employees have a duty to bring to the Company's attention via a Manager or Director any work situation that they consider represents an immediate danger to health and safety
- All equipment, work and storage areas and staff facilities should be maintained in a clean and tidy condition
- All machinery, power supplies and materials must be left in a safe condition when unattended or when work ceases
- Any dangerous or injurious incident must be reported at the earliest opportunity to a Manager and appropriate details recorded in the first-aid treatment and/or Accident Book, as applicable
- Practical joking, horseplay or reckless behaviour that might endanger others is forbidden. Examples include throwing things, tripping up other people, any act that may startle or distract other employees
- While working at a client's or away based premises, employees must comply with any laid down safety policies, procedures and precautions operating at that site

In conclusion, each employee is required to conform to the policy of ECSL (Energys Group Ltd) and all regulations on Health & Safety topics and to be responsible for their own safety at work and that of their colleagues.

ECSL (Energys Group Ltd) will consult directly with each of its employees regarding topics associated with health and safety at work on appropriate occasions in accordance with the requirements of the Health & Safety (Consultation with Employees) Regulations 1996. In this regard, senior management welcomes employees' suggestions designed to eliminate potential hazards and to improve safety standards at work.

The Board of Directors will give full backing to this policy and will support all those who endeavour to carry it out.

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This Policy is reviewed annually.



Signed: _____

Date: 1st November 2023

Kevin Cox
Managing Director
On behalf of Energys Group

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