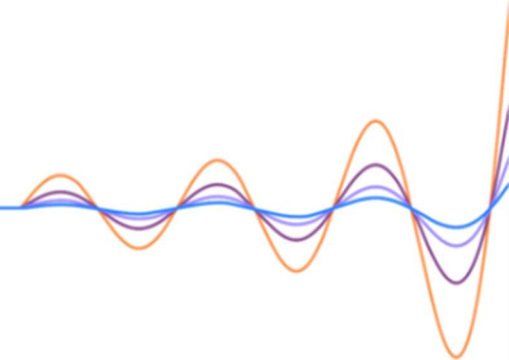




Health and Safety Policy



Coteq Support Services

Health and Safety Policy

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Author	Steve Titchmarsh
Approved By	Richard Godden
Reason for Issue	First Issue

Issue Control

Date	Issue	Change
21/10/2025	1.00	First Issue
21/04/2026	1.10	Added declaration

Confidentiality Status

Public

Contents

Issue Control.....	2
Confidentiality Status.....	2
Policy Statement.....	4
Our Commitments	4
Scope	5
Monitoring and Review	5
Contact.....	6
Declaration.....	6

Policy Statement

At Coteq Support Services, we are committed to protecting the health, safety, and well-being of our employees, contractors, clients, and stakeholders. Our work involves:

- the design, integration, commissioning, and support of automation and control systems in high-risk environments such as water, power, and energy infrastructure.

We recognise the critical importance of effective Occupational Health and Safety (OH&S) management and are fully committed to meeting the legal requirements thereof.

Our compliance with ISO 45001:2018, assessed and approved by Citation, certifies that our integrated management system supports adherence to the following commitments:

Our Commitments

1. **Prevention of Injury and Ill Health**

We aim to eliminate hazards and minimise OH&S risks associated with working in both office and complex and often hazardous utility environments by implementing risk-based controls and safe systems of work.

2. **Compliance with Legal and Regulatory Requirements**

We will comply with all relevant OH&S legislation, industry standards, and client-specific safety requirements across the utilities sector.

3. **Leadership and Worker Engagement**

Unconditionally we promote a culture where safety is a core value, led by example from management and supported by active participation, consultation, and involvement of our workforce at all levels.

4. **Continual Improvement**

We are dedicated to the continuous improvement of our OH&S performance through the regular review of safety metrics via audits, lessons learned assessments, and ad hoc feedback from all teams.

5. **Competence and Awareness**

We will ensure that all employees, especially engineers and field technicians, are trained and competent to carry out their duties safely in various utility environments, including waste treatment and water production sites.

6. **Safe Project Delivery**

Our project and service delivery processes will integrate OH&S risk management at every stage, from design and development to pre and post commissioning activities.

Scope

This Operational Health & Safety policy applies to all activities undertaken by Coteq Support Services, including engineering, site installation, commissioning, maintenance, and remote support services for automation and control systems in the utilities sector.

Monitoring and Review

COTEQ Support Services compliance manager is responsible for monitoring the effectiveness of this policy and will review the implementation of it annually, or in response to significant changes in operations or legislation. They will assess its suitability, adequacy, and effectiveness.

Contact

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Declaration

- I have reviewed, approved, and formally adopted this company policy on behalf of the Board of Directors.
- This policy has been developed to support the company’s legal, regulatory, ethical, and operational obligations and are, to the best of my knowledge and belief, appropriate, accurate, and fit for purpose.
- This declaration is made in good faith and with due care and diligence.

Signed	<i>R Godden</i>
Name	Richard Godden
Title	Director
Date	21/04/2026