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SPECIALITY SECURITY INVESTIGATION GROUP

HEALTH & SAFETY POLICY

STATEMENT OF GENERAL POLICY ON HEALTH & SAFETY AT WORK

Overall Responsibility for Health & Safety – Clark Edwards (Managing Director)

Day-to-Day Responsibility for Health & Safety – Clark Edwards (Managing Director)

Speciality Security Investigation Group Limited is committed to ensuring, as far as is reasonably practicable, the health, safety, and welfare of its employees and any others who may be affected by its activities. The company acknowledges that strong leadership from the directors, as well as throughout the management structure reporting to the board, is essential to effective and efficient safety management.

The Managing Director is accountable for the implementation of the health and safety policy at Speciality Security Investigation Group Limited. Alongside the MD, the management team is responsible for developing and executing policies, procedures, risk control systems, and monitoring arrangements. Those in managerial roles are expected to involve staff in the creation of a safety management system and ensure that this policy is communicated to all employees.

Each employee will receive the necessary information, training, and instruction to enable them to perform their duties safely. Management will consult with staff on matters relating to their health and safety, and employees are encouraged to raise health and safety concerns with their line managers at any time. The Managing Director will ensure that both managers and employees actively participate in the ongoing improvement of health, safety, and welfare.

Speciality Security Investigation Group Limited will appoint suitably qualified health and safety professionals to provide guidance and support in managing health and safety matters.

All employees are required to:

- Take reasonable care of their own health and safety while at work.
- Take reasonable care for the health and safety of others who may be affected by their actions or omissions in the workplace or any related situation.
- Cooperate with management in the implementation of Speciality Security Investigation Group Limited's health and safety policies and procedures.

No employee is authorised to commence, or continue, any process, operation, or activity that may put themselves, their colleagues, or others at risk, or which breaches statutory health, safety, and welfare regulations. Non-compliance may result in disciplinary action.

All health and safety policy documents, procedures, and systems will be maintained in the Health & Safety Manual. These documents are logged, and regular reviews will be scheduled and updated as necessary.