



Health, Safety & Ethical Policy

D&M; Specialist Solutions Ltd

Policy Statement

D&M; Specialist Solutions Ltd is committed to maintaining the highest standards of health, safety, and ethical conduct. We recognise our responsibilities under the Health and Safety at Work etc. Act 1974, associated regulations, and relevant employment and human rights legislation. We will take all reasonably practicable steps to protect employees, subcontractors, clients, visitors, and any other persons affected by our operations.

This policy outlines our arrangements for managing health and safety, promoting equality and diversity, and preventing modern slavery and human trafficking within our business and supply chains.

1. Health & Safety Responsibilities

Managing Director

The Managing Director has overall responsibility for health and safety and will ensure adequate resources are provided, legal compliance is maintained, risk assessments are implemented, and this policy is reviewed regularly.

Employees and Subcontractors

All employees and subcontractors must take reasonable care of their own health and safety and that of others, comply with company procedures, use equipment and PPE correctly, and report hazards, accidents, or near misses.

2. Health & Safety Arrangements

The company will undertake suitable and sufficient risk assessments, implement safe systems of work and method statements, provide information, instruction, training and supervision, maintain plant and equipment, and ensure appropriate PPE is provided and used.

First aid arrangements will be maintained, accidents and incidents will be recorded and investigated, and subcontractors will be assessed to ensure competence and compliance.

3. Equality & Diversity Policy

D&M; Specialist Solutions Ltd is committed to providing equal opportunities in employment and to eliminating discrimination. We value diversity and are committed to creating a working environment free from discrimination, harassment, and victimisation.

No employee, subcontractor, or applicant will receive less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. All employment-related decisions will be

based on merit and business needs.

4. Modern Slavery & Human Trafficking

D&M; Specialist Solutions Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all business relationships and to implementing effective systems and controls to ensure slavery and human trafficking do not take place in our business or supply chains.

We will ensure that workers are employed voluntarily, paid fairly, and treated with dignity and respect. We expect the same standards from all subcontractors, suppliers, and business partners.

5. Communication, Monitoring & Review

This policy will be communicated to all employees and subcontractors and made available to relevant stakeholders. The policy will be reviewed annually or sooner where there are significant changes in legislation, operations, or following an incident.

Signed:	M Delaney
Position:	Director
Date:	18 December 2025