

Herros Ltd. Health and Safety Policy Statement v1

Health and Safety Policy Statement

Herros Ltd (the 'Company') recognises that it has a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements, and where applicable any contractual duties of care, recognising in particular our responsibilities under the Health & Safety at Work etc Act 1974, Management of Health & Safety at Work Regulations 1999 (as amended) and the Corporate Manslaughter & Corporate Homicide Act 2007.

We will, so far as reasonably practicable, through the Chairman, CEO and board of directors, and all persons designated with responsibilities, ensure so far as is reasonably practicable:

- the assessment of hazards and risks relating to the business and all its undertakings, ensuring the health & safety of our employees, Apprentices, and visitors to those affected directly or indirectly by the activities considered
- Where deemed necessary through assessment, the provision and maintenance of equipment and the implementation of related safe operating procedures
- arrangements for the safety associated with the use, handling, storage and transport of articles and substances
- the provision of instruction, training, induction, and supervision to ensure the health & safety at work of employees, Apprentices, and others affected by our activities
- the provision of adequate facilities and arrangements for welfare at work, including a commitment to the duty of care to Apprentices and their safeguarding

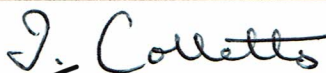
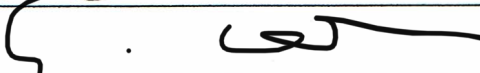
The Company is committed to ensuring its policies, procedures, organisation, and arrangements underpin the requirements of legislation, regulations, and contractual undertakings where applicable, ensuring that employees and Apprentices are aware of their entitlement to work and learn in a safe, healthy, and supportive environment.

No health & safety policy is likely to be successful unless it involves its employees and gains their commitment to their own health, safety, and well-being as well as those they are responsible for within the workplace and related work environments. Every employee is therefore required to take reasonable care for his or her own health, safety, and welfare and that of others who may be at risk by their acts or omissions. The appropriate reporting of hazards, risks, and unsafe working conditions, wherever our responsibilities extend, is the duty of everyone associated with the business.

The policy will be reviewed at least annually and/or when operating conditions or underpinning guidance changes.

A copy of this statement is located in the Staff Handbook and on the Herros website for the attention of all employees as well as displayed at all appropriate locations, and will be signed and dated at all points where it is displayed and/or communicated.

Signed by the Chairman and CEO to indicate their acceptance of the Health and Safety Policy Statement and the arrangements made to implement it.

Chairman	Ian Colletts		28/01/21
CEO	Guy Helman		28/01/21