



Health, Safety and Environment Policy

It is the policy of EffecTech Limited to take all possible steps to ensure the health, safety and welfare of all employees and other persons engaged in work for the organisation and any third parties who come into contact with the business.

EffecTech will observe and comply with all relevant environment regulations, legislation and approved codes of practice as amended from time to time and will ensure personnel observe and comply with the said regulations. EffecTech publishes a separate environment policy statement.

It is the duty of each employee to comply with the company's safety policy and to co-operate with the management of the company to ensure that the work place remains as safe as possible.

If any person is in any doubt as to whether anything is safe or unsafe then they must assume that it is unsafe until further guidance has been given by their manager or by the health, safety & environment manager / officers.

The board of directors of the company is fully committed to maintaining safe systems of work, and fully recognises their overall responsibility for safety in the work place with respect to the health and safety at work act in addition to supporting regulations. The board has an appointed director who is responsible for all health, safety and environment matters.

The annual strategic review meeting sets the framework and key performance objectives for health, safety and environment which are reviewed at regular director's meetings.

Any member of staff who does not comply with this safety policy or any other safety requirement will be liable to disciplinary action.

Dr Gavin Squire
Chief Executive, EffecTech Limited

Date 14.11.2019

Katie Forrester
HS&E Manager, EffecTech Limited

Date 14.11.2019