

This Safety Policy establishes the procedures and arrangements for emergencies and the provisions for the health & safety of all employees, contractors, visitors and others who may be affected by the acts or omissions. This policy will be reviewed annually or when current legislation demands.

ABCA Systems Ltd. recognises the importance of health & safety in the successful operation of all its activities. The company relies on the initiative, teamwork, and active participation of management and workforce to maintain safe working practices and procedures in order to fulfil its legal obligations under the Health & Safety at Work Act (1974), the Management of Health & Safety at Work Regulations (1992) and all other relevant legislation in force. We will provide all reasonably practicable information, instruction, training, resources, information and supervision to ensure that employees and contractors work and perform all tasks safely and without risk to the health & safety of themselves and others.

Through correct delegation of responsibilities, it is our intention to:

- Show a visible management commitment to high standards of health & safety performance and the promotion of a positive health & safety culture throughout the Company.
- Provide clear instructions and information, and adequate training, to ensure that all employees whether management, staff, supervisors or other employees know and understand their responsibilities in respect of health & safety, to ensure employees are competent to do their work.
- Make adequate arrangements for the regular assessments of work activities in order to identify associated hazards and control the risk arising.
- Maintain records to allow health and safety performance to be measured and where possible improved.
- Prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace, and by having an accident reporting and investigation procedure to aid in achieving a reduction in accident rates by understanding accident root causes and any associated trends.
- Ensure the maintenance of any workplace under the control of the Company is in a condition that is safe and without risk to health, and the provision and maintenance of safe means of access to and egress
- Engage in a system of consultation with our employees on matters affecting their health and safety, in compliance with the Health and Safety (Consultation with Employees) Regulations 1996.
- Maintain emergency procedures; evacuation in case of fire or other significant incident.
- Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe transportation, storage and use of articles and substances.

All employees can make a valid contribution to achieving successful health & safety management and each employee must co-operate with the company to enable all statutory duties to be complied with. Employees have a legal obligation under section 7 of General duties of employees at work which are outlined below;

It shall be the duty of every employee while at work to:

- Take reasonable care for the health & safety of themselves and of other persons who may be affected by his acts or omissions at work; and
- With regard to any duty or requirement imposed on the employer or any other person by or under any of the relevant statutory provisions, to co-operate so far as is necessary to enable that duty or requirement to be performed or complied with.

Philip Miller (Managing Director) is ultimately responsible for health & safety throughout the company. As this policy is part of the normal management function, it is the duty of the management and employees at all levels to co-operate in achieving its aims.

Name	Philip Miller
Date	2nd January 2024
Signature	