

Aptus Utilities believes that good Health, Safety, Quality and Environmental performance is not only a moral duty but is fundamental to business success.

Our Aim is to be a leading company in the Utilities Industry, recognised for our commitment and success in delivering a safe and healthy place for all to work and visit.

It is our policy to ensure that management systems are in place which provide a safe working environment for all employees, contractors and visitors whilst also ensuring high quality is delivered and the environment is protected from unnecessary waste and pollutants.

Our Health and Safety Management system, which forms part of our Integrated Management System, conforms to the requirements of the ISO 45001:2018 Standard.

We will ensure the HSQE management system is operated, maintained, and communicated to enable the business and all associated with it to work in a safe efficient manner without risk to people, the quality or service or the environment. We commit to ensure compliance with all current legislations, regulations, and other requirements to which the business has stakeholders or subscribes.

The company believes all that all accidents and incidents are preventable within the scope of the company's activities and are therefore committed to a culture of notification, investigation, learning and improvement.

The company commits to ensure the Health, Safety, Wellbeing and Participation of the employees, contractors and visitors is a priority in the work environment.

The operational management team will be responsible for co-ordinating implementation, planning, reviewing the policy in line with legislative requirements and the company's business plan.

A summary of the policy is detailed below, Aptus Utilities will:

- Provide visible leadership with Director and senior manager safety tours and site and site visits to engage with our workforce and gain views on Health, Safety and Wellbeing matters.
- Achieve continual improvement through monitoring and review of company objectives and targets.
- Implement the 'Aptus safety values' within our culture and reward our workforce for positive safety behaviour.
- Invest in our workforce with individual development plans and training to work safely.
- Consult with our workforce on a regular basis to discuss safety matters and include our workforce in decision making.
- Regularly update our workforce on safety matters through toolbox talks, safety briefing and training.
- Inspect all plant/tools and equipment to ensure all are fit for purpose.
- Encourage our workforce to work safely and report all accidents, incidents, hazards and near misses to our HSQE Department.
- Measure our safety performance, share trends and results to drive continual improvement.
- Undertake annual assessments of policies, procedures, method statements, risk assessments, and COSHH assessments.
- Be committed to providing Safe plant & equipment that is maintained, Safe working environments, Information, Instruction & Training for all employees, to ensure they have the necessary skills to conduct activities in a safe manner, planning safety issues into our operations prior to commencement of operations.

- Provide occupational health assessments for our workforce to ensure they are fit for work.
- Provide adequate Health and Welfare facilities for on- and off-site works.
- Regularly test and review our emergency procedures for fire evacuation and first aid.
- Ensure our working environment supports health and safety practices including safe access and egress of fleet and plant.
- Ensure the Health and Safety Policy will be made available to any interested parties and will be reviewed on an annual basis or after changes in legislation, re-communicating the reviews to all employees and stakeholders.
- The company Director commits to providing adequate financial and physical resources to ensure proper delivery of the policy and management systems.
- Ensure monitoring of Health & Safety matters takes place in the following manner:
 - Directors – Will regularly visit site and complete a senior managers Inspection document.
 - Operations Manager – Will regularly visit site and complete a Line Mangers Inspection document.
 - HSQE Manager – Will visit site monthly and complete a HSEQ inspection Document.
 - Team / Gang Self-Assessment – On a daily basis each team leader will complete a Team / Gang Self-Assessment document.

Andy Halsall Company CEO takes overall responsibility and therefore is ultimately responsible for Health, Safety, Quality and Environmental Management within the company and as such is responsible for formulating and implementing the policy and ensuring it is maintained.

It will be the responsibility of all employees to, where the need arises, participate in HSQE matters and implement the policy under the guidance of the operational managers so as to ensure the highest standards of Health, Safety, Quality and Environmental protection are achieved and constantly maintained at all times.

These standards must not be compromised to achieve other business goals or objectives.



Signed – Andy Halsall

Chief Executive Officer

Aptus Utilities Ltd.

Date - April 2025

Next Review April 2026