

IMS32 HEALTH AND SAFETY POLICY STATEMENT

The Directors of SMS Environmental, (referred to as 'the Company') recognise and wholeheartedly support their moral and legal obligations with regard to health & safety. It is the Company's policy, so far as is reasonably practicable, to safeguard the health, safety, welfare and wellbeing of all staff, visitors and others who may be affected by the Company's work activities.

The primary aim of this policy is to promote a fair, just and positive health and safety culture through all parts of SMS Environmental's operations.

We recognise that a positive health and safety culture is the product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that will determine our commitment to our health and safety management system. Or in more simple terms 'how we will do things around here'

The policy is based on the fundamental principles of plan, do, check, act from which principles we seek continual improvement.

We will continually review the suitability of our Health & Safety Policy Statement and working practices in conjunction with demands and expectations from our Customers, Employees and any person(s) working under the Company's control, to ensure they are appropriate to the nature, scale and impacts of the Company's activities, products, services and risks.

The Company will take all reasonably practicable steps to:

- Promote a fair and just health, safety and welfare culture;
- Provide and maintain safe and health working conditions, with safe access and egress;
- Provide and maintain, safe plant and safe systems of work;
- Ensure safe handling, storage, use, maintenance and transport of work articles, equipment and substances;
- Provide necessary information, instruction and supervision of employees;
- Ensure all employees are competent to do their tasks, and give to them adequate training, including specific duties such as first aiders and fire wardens;
- Provide and maintain adequate welfare facilities;
- Assess and reduce all workplace risks by carrying out risk assessments as required by the 'Management of Health & Safety at Work Regulations 1999' and other specific OH&S regulations;
- Monitor all systems of work and procedures on a periodical basis or where significant changes dictate.

The Company is committed to:

- The prevention of injury and ill health;
- Promoting health and wellbeing;
- Enabling employees to feel that they are able to report issues or concerns without fear that they will be personally blamed or disciplined as a result;
- Meeting or exceeding Health & Safety requirements as required by our Customers, Employees and parties working on behalf of SMS Environmental;
- Complying with all applicable Health & Safety legislation and with any other requirements to which the Company subscribes, including those that relate to its OH&S hazards.
- Encourage employees to come forward with ideas for creating a safer workplace
- Implementing Health & Safety projects throughout the year to promote workplace safety.
- The ultimate responsibility for health & safety within SMS Environmental lies with the OH&S Director.
- The Director will annually review the Health & Safety Policy Statement for continued suitability.
- The Director will annually review, sign and date the Health & Safety Policy Statement and bring it to the attention of all employees.

SMS Environmental recognises that safety is the responsibility of everyone and is not just a function of management. Employees will have specific duties and responsibilities to comply with the letter and spirit of the policy. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

This Health & Safety Policy Statement is communicated to all employees and person(s) working under the control of SMS Environmental by way of; team meetings, toolbox talks, website, email, social media, notice boards; Awareness Intranet site; individual memos or letters and conversation and is supported by the Company's Integrated (Quality, Environmental & Health & Safety) Overview, which provides further details on roles & responsibilities.



Mike Crook
CEO & Director
11th March 2025

Next Review: March 2026