



## Health & Safety Policy

As top management of ECMS Services Limited I have considerable responsibility to ensure that the company requirements concerning Health & Safety at work, and the Environment, are properly understood by everybody and are adhered to constantly. However, these requirements can only be regarded as a foundation stone, as it is my belief the Health, Safety, and the Environment rank equally with all other company objectives.

The responsibility placed upon me is filtered down through the management, operations and administrative staff who report to me. As part of their duties, they must ensure that our activities do not adversely impact the environment, that health & safety in the workplace is kept under control, and that the performance of those reporting to them is monitored.

All employees have a legal duty to co-operate with their employer on Health & Safety. We must all take reasonable care for our own health & safety, and that of others who may be affected by what we do or not do. As employees within our organisation, it is up to each one of us to ensure that whatever we do it is safe for others, as well as being safe ourselves.

Employees will be suitably trained to perform the tasks that they are likely to undertake, to recognise potential risks in the work situation, and not be asked to perform any task that is likely to risk their health.

The company is bound by law to conduct risk assessments in the workplace, and we will accordingly take all steps to control foreseeable hazards, and risk of harm, where it is practicable to do so.

As a company we take full account of the impact of our operations on Health & Safety, Welfare, and the Environment. We continually seek to improve on best industry standards, where reasonably practicable and economic to do so, and shall accordingly provide the time, trouble, and financial resources to protect all persons affected by our operations.

We believe that people are our greatest resource and are the key to the safe management of our activities, and all should be motivated to understand that working safely, and professionally, is the only way forward.

ECMS services Limited are committed to the prevention of injury and ill-health, and to compliance with all applicable Health and Safety law.

A handwritten signature in black ink, appearing to read 'J Grimsley', is positioned above the printed name and title.

**James Grimsley**  
**Managing Director**

Date: 08/01/2024  
Review Date: Jan 2025