

## Health and Safety Policy Statement

### Introduction

TEXO fully recognises the duties placed upon it under the Health and Safety at Work etc. Act 1974 and all other applicable legislation. As such we produce this Policy Statement to outline our duties and obligations to ensure a safe working environment, the occupational health, safety and welfare of all staff/employees, and the protection of persons who are affected by our undertakings. TEXO encourages all employees to adopt a positive attitude towards safety requirements generally and to promote a healthy and safe working environment for themselves and others who may be affected by our activities.

### Statement of Intent

TEXO are fully committed to comply with all legal requirements, and with other requirements to which we subscribe, that relates to its Occupational Health and Safety. This is supported by our Management System which is documented and maintained in accordance with ISO 45001:2018.

### Our Policy is to:

Ensure that TEXO have taken all reasonable and practical steps and measures to safeguard the health, safety, and welfare of all staff members while at work.

- Ensure that the safety and health of any members of the public, or other persons who may visit sites and locations where we carry out our work activities, is protected so far as is reasonably practicable.
- Ensure that sufficient measures are implemented by TEXO to prevent accidents and cases of work-related ill health by:
  - Identifying all hazards associated with our activities.
  - Providing suitable control of the health and safety risks arising from our activities.
  - Consulting with our employees on all matters affecting their health and safety.
  - Providing and maintaining safe equipment.
  - Ensuring safe handling and use of any substances associated with our activities.
  - Providing suitable and sufficient information, instruction, and supervision for all our employees.
  - Ensuring all employees are competent to carry out their tasks by providing suitable and sufficient training.
  - Maintaining safe and healthy working conditions.
  - Regularly review and where applicable, revise this policy.

### Responsibilities

Everyone within the organisation has a responsibility for their own health and safety and that of their colleagues, as well as those affected by their undertaking. Everyone within the organisation is required to co-operate fully in the implementation of this policy and in all measures put in place by the Company to achieve this policy, such as site rules and procedures. Additionally, all employees have a responsibility to report any accidents, near misses, hazards, risks, and concerns to their line manager or health and safety representative.

### Stop Work Authority

Any person, be they an employee, contractor, third party or visitor is authorised to stop work which is considered to be, or potentially become, unsafe (only when it is safe to do so). Stopping the job in such circumstances has the unequivocal support of Texo Senior Management and can be exercised without fear of reprisal for the individual.

### Arrangements

In pursuit of this policy, annual SMART objectives are set and communicated to all employees, against which we will continually monitor our performance.



Chris Smith

**Group Managing Director**