



Wellhead Electrical Supplies Ltd

OCCUPATIONAL HEALTH AND SAFETY POLICY

The company is fully committed to achieving the highest occupational health and safety (OH&S) standards. The framework for achieving this is detailed as part of the documented OH&S Management System based on ISO 45001:2018 requirements.

This occupational health and safety policy has the approval and commitment of the Managing Director and its implementation is the responsibility of all workers whose efforts will be co-ordinated by the QHSE Manager who will ensure that it is relevant and appropriate to the scope of company activities.

WES will:

- a) Be fully committed to providing safe and healthy working conditions for the prevention of work related injury and ill health and continual improvement of the OH&S Management System. This will be achieved by undertaking and communicating regular risk assessments to consider the potential for injury and ill health and hold regular OH&S meetings for the discussion of potential OH&S opportunities for improvements. Taking into consideration currently documented safe systems of work and the need for their further development together with any suggestions or comments received from workers or other interested parties.
- b) This policy shall act as a framework for setting the OH & S objectives.
- c) Ensure that appropriate OH&S Legislation is monitored and reviewed by the QHSE Manager using external agencies where necessary. The purpose of the review will be to ensure that the company meets or exceeds legislative compliance at all times. Consideration will also be given to ensure compliance with other requirements that relate to its OH&S hazards. Additional OH&S requirements which have an impact on company operations may include any client's or agency acting on behalf of the client OH&S systems, these will be followed ensuring full compliance at all times.
- d) Ensure that wherever practicable to achieve they eliminate hazards and reduce risks. OH&S Risk Assessments which are appropriate to the nature and scale of the organisation's OH&S risks are fully detailed describing the hazards, risks, controls and further actions required to mitigate or remove the risk. That such risk assessments are regularly reviewed to ensure that they remain valid within the defined scope of its OH&S management system and are appropriate to the nature and scale of operational activities taking account of client and associated contractor needs.
- e) Ensure that adequate resources are provided to allow for the maintenance and continuous improvement of the safety management system together with full compliance to appropriate legislation.
- f) Ensure that the OH&S policy is fully documented, implemented and maintained by the Managing Director who will provide for full consultation and participation of workers; through workers OH&S management system training to ensure that workers are made aware of their opportunity for consultation and participation regarding the OH & S policy and broader OH&S management system content and that the policy is fully communicated through the company's IT system
- g) Require that the OH&S policy be reviewed periodically by the Managing Director and other workers to ensure that it remains relevant to the needs and expectations of the company and other interested parties. That it is available to interested parties through the company website
- h) Consider the impact of significant risks when setting and reviewing OH&S Objectives. Plan OH&S performance improvement in accordance with currently documented OH&S Objectives details being managed by the use of an OH&S management programme assigning responsibilities and schedule.

Signed:

Date: 22/01/26

Review By: 31/01/27

G. Rastall
Director