

## ISO 45001 Health and Safety Policy

Peppers Cable Glands Ltd designs, manufactures and supplies industrial and hazardous area cable glands, thread adaptors, stopping plugs and associated accessories to British and International Standards.

The provision of Health and Safety (H&S) at Peppers Cable Glands Ltd is regarded as a common objective for both the management and employees to ensure safe provision in the workplace to all, whether they are employees, visitors, or clients who visit the site and those within its local community who may be affected by the activities of the company.

The Senior Management undertake to monitor H&S Standards and to ensure that adequate levels of resources, supervision, information and training are provided and that an on-going system of health and safety performance management is in place to ensure continuous improvement of H&S. This system shall be in accordance with but not certified to ISO 45001, latest issue.

By acknowledging that, where suitable provisions and precautions are made, accidents are avoidable, and that damage or loss of property, equipment and injury to persons can be prevented, the Senior management believe that their duty of care and ethical responsibility is undertaken through:

- Ensuring that through effective communication, all employees will understand their responsibilities and meet H&S standards by adhering to the H&S Rules and Procedures.
- Identifying, eliminating or controlling of potential risks or hazards in accordance with legal and regulatory requirements through assessment and review.
- Implementing safe systems of work to assist in the avoidance of all accidents, unplanned events or near misses which are intended to protect its employees and assets while undertaking activities at work.
- Establish and communicate all appropriate and meaningful H&S targets and objectives to all stakeholders and interested parties through a Health and Safety Committee and to review these targets on an annual basis.
- Monitor and review any control measures which have been implemented by the company and monitor the compliance of all employees, with regard to those adopted measures in accordance with their responsibilities to one another, their employer and their legal and other requirements.
- Considering the health and safety implications of introducing new processes, new working practices, new personnel or other significant business change, at the planning stage and taking the actions necessary to mitigate any increased risk, by performance of Major and Minor Project reviews.
- Ensuring that no significant changes to the business are introduced without dedicating sufficient resources for health and safety purposes and managing the change effectively including appropriate training.
- Sufficient supervision, information instruction and training to ensure that all employees are competent to avoid potential hazards and can perform their daily tasks and activities safely without risks to themselves or others, and where necessary to provide appropriate tools for the safe use, handling, transport and storage of all substances and materials used.
- Provision of the necessary preventive care programmes for all employees, and where appropriate a Health screening and monitoring system to ensure their health and wellbeing in line with any legislative Guidelines.

The Managing Director of Peppers Cable Glands Ltd is the ultimate authority for all H&S matters and shall ensure that the Company H&S system is effectively controlled through communication to all employees and competent parties who cooperate for the benefit of all.

To assist in this, the Company will effectively implement an Occupational H&S Management system which will be continuously monitored by the Quality Manager, who will have the delegated responsibilities from the Managing Director.

The Quality Manager shall prepare annual reviews which will be available and/or presented to all interested parties. All employees are asked to familiarise themselves with this statement and comply with those sections of the H&S policy which are relevant to them, and that this becomes an integral part of their daily routine and activities to ensure a safe and healthy workplace.

Disregard for any control measure which increases any likelihood or the potential of harm to any person and/or the disregard of any information, instruction, training or supervision which is provided or intended to be used, enhance, protect and/or improve the H&S awareness and culture within the company will be dealt with under the Company disciplinary procedure.

This policy shall be subjected to an annual review, or if as the result of legislative changes and requirements, may no longer be deemed valid and require amendment.

For and on behalf of Peppers Cable Glands Ltd.

Grayham Churchouse



General Manager

Reviewed Date: 03 January 2025