



Health and Safety Policy Statement

Sycous is committed to achieving the highest levels of health, safety and welfare for our employees and all others who might be impacted by our activities.

We believe that our health, safety and welfare responsibilities are linked to our long-term sustainable growth objectives and vision.

In recognising our individual and collective responsibilities we seek to achieve our commitments through:

- Recognising the benefits of a positive health and safety culture throughout our organisation to prevent accidents, work related ill-health and near-misses.
- Developing a culture of responsibility, ownership and consultation with our employees through training and consultation groups.
- Regularly assessing potential hazards and risks; seeking the mitigation of risks, wherever reasonably possible and foreseeable.
- Ensuring the provision and maintenance of suitable safe plant, equipment and personal protective equipment (PPE).
- Ensuring all activities are carried out in a Covid-Secure manner, as per the relevant Risk Assessment and subject to review.
- Continuing to invest into the training and development of our employees, supported with competent advice.
- Improving our reporting systems to support and encourage the reporting of all accidents, dangerous occurrences and near-misses for investigation and analysis.
- Proactively consulting and cooperating with others when working at any premises or site under their control and when they work at or visit our premises.
- Auditing and reviewing the management and performance of our obligations at a board level, alongside ensuring the level of resourcing is appropriate.

Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

A handwritten signature in black ink that reads "M. T. Hall".

Matthew Hall (Responsible Director)

Date

20th July 2020

