

HybrIT Services

Health & Safety Policy Statement

External Document

Prepared by: Emily Critchley

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Contributors

Name	Role	Telephone	E-mail
Emily Critchley	Group Head of HR		Emily.critchley@hybrit.co.uk

Distribution List

Name	Role	Company/Department
Group Wide	All Staff	HybrIT Services

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1 Policy Statement

It is a legal requirement for HybrIT as an employer of people to ensure that health and safety policies are in place and understood by those staff who could be affected by the situations which the policies and intended to help mitigate.

It is the policy of HybrIT Services ("the Company") to foster a positive health and safety culture throughout the Company because we believe that high standards of health and safety are a moral and commercial prerequisite.

The Company is committed to:

- ❁ providing adequate control of the health and safety risks arising from our work activities
- ❁ working to prevent accidents and work-related ill health
- ❁ providing and maintaining safe buildings and equipment
- ❁ maintaining safe and healthy working conditions, and adequate welfare facilities
- ❁ ensuring safe handling and use of substances
- ❁ using and maintaining the proper equipment needed for each task, including all Personal Protection Equipment where needed
- ❁ ensuring all employees are competent to do their tasks, and to give them adequate training
- ❁ always ensuring the safety of our clients/customers
- ❁ reviewing and revising this policy statement annually

Our stated aims and objectives for the year 2025 are:

- ❁ To ensure all H&S documentation is up to date
- ❁ To update all Risk Assessments
- ❁ To continue to work to ensure compliance

1.1 Implementation, maintenance and review

The COO, Ian Mills and the Group Head of HR accept overall responsibility for all Health and Safety within the Company and are responsible for all policy implementations.

HybrIT undertakes an annual risk assessment of the physical working location which is undertaken by the facilities manager and the COO. The Assessment seeks to understand and mitigate risks to the health and welfare of the staff as well risks to the fundamental structure of the working environment.

Risk Assessment outputs are owner by the facilities manager and reported to the COO as part of operational meetings.

All staff are encouraged to be aware of the policies and to be aware and report any issues which may have a detrimental impact the physical or mental health.

This Health and Safety Policy will be periodically reviewed and updated as necessary to ensure its effectiveness and compliance with any new regulations or industry best practices.

By following this Health and Safety Policy, we aim to create a safe working environment for all employees in the warehouse. It is the responsibility of each employee to familiarise themselves with this policy, adhere to its guidelines, and actively contribute to maintaining a culture of safety in the workplace.

Health & Safety Policy Statement

This statement has been written in conjunction with HybrIT internal document Anti-bribery Policy.

This statement has been approved by the Board of Directors and is made in compliance with current legislation.

X Paul Forkgen

Paul Forkgen
CEO

X Jon Mallard

Jon Mallard
CFO

X Ian Mills

Ian Mills
COO

X Adam Kirby

Adam Kirby
CCO