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Health & Safety Policy

Scope:

"Design, manufacture, assembly, installation, commissioning, maintenance, manpower provision and project management of electrical, instrumentation, analytical and control systems".

Leadership & Commitment – Statement of Intent:

nZero Group is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size, and context of the organization and to the specific nature of its occupational health and safety (OH&S) risks and opportunities. Ensuring the occupational health and safety (OH&S) of our employees and other persons who may be affected by our acts and omissions, whilst fulfilling legal requirements and other requirements and legislation to which the organisation subscribes.

Thyson Technology, an nZero Group company, is committed to establishing, implementing, and maintaining an OH&S Policy and Management System within the business, ensuring suitable training is provided to all staff members to complete their duties safely and effectively, and ensuring the consultation and participation of staff members in the OH&S system. Reports on the performance of the OH&S management system will be regularly presented to the company directors for review and as a basis for improvement of the system.

Thyson Technology is committed to eliminating hazards and reducing OH&S risks, to providing a framework for setting OH&S objectives and continual improvement of the OH&S management system to meet changing business and regulatory requirements. This will be achieved through proactive implementation of its OH&S management system using a risk-based approach and ensuring all employees are suitably trained and competent for their roles.

Responsibility:

Senior Management Team have overall responsibility for all Health & Safety matters and ensuring the Health & Safety Management System is relevant and effective and appoint a representative (Health & Safety Manager) to facilitate this process. The Senior Management Team shall work towards achieving Health & Safety Objectives and will lead by example to ensure that work activities are planned, organised, monitored and managed effectively and safely.

The Safety Manager / Advisor will be responsible for regular review of the Company Safety Policy and Fire Management, will also be a key member of the Health & Safety Committee providing necessary advice, guidance and support whilst monitoring compliance with statutory requirements. Reporting on the performance of the SMS to the Senior Management Team; communicating this policy and SMS strategy to all Thyson Technology Limited personnel.

All Employees are required to take reasonable care not to endanger the health and safety of themselves, other workers, contractors, visitors or members of the general public; cooperate with the company in meeting Occupational Health, Safety and Welfare requirements; adhere to any company instructions, procedures and systems concerning Occupational Health, Safety and Welfare. Have the authority and responsibility to stop unsafe work and intervene for conditions or behaviours that threaten danger or imminent danger to person(s), equipment or the environment. The right to stop unsafe work or intervene shall be exercised without fear of reprisal. Inform the Management of any Occupational Health, Safety and Welfare related problems or defects which may give rise to danger, and report promptly any accidents, unsafe conditions or near miss incidents that occur; not interfere with or misuse anything provided in the interests of Occupational Health, Safety and Welfare; ensure that their ability to work has not been compromised by deliberate actions such as the consumption of alcohol, drugs, lack of sleep or rest; operated vehicles on company business in a safe and careful manner at all times. Failure to comply with this Policy and associated procedures may result in disciplinary action.

Further information can be found in *HSP039 Health & Safety Management Responsibilities* procedure.

Arrangements:

The Company has developed a Safety Management System, *HSP021 Health & Safety Management System Manual*, to ensure the Health and Safety of all its employees and has developed a number of policies and procedure towards ensuring this:-

- An Accident and Near Miss reporting system and First Aid, *HSP004 Accident Incident Near Miss Procedure*.
- A system to monitor the health and welfare of its employees, *HSP009 Health Surveillance Policy*.
- Risk Assessments will be completed, registered and communicated with actions taken to reduce the risk of harm Risk Assessments will be reviewed on a periodic basis or if working conditions change, *HSP028 Risk Assessment Policy*.

Completion of *HSP049 Health & Safety Risk Register* has identified a number of risks within our Company and how we subsequently control them:-

- All personnel are aware of what to do in the event of a fire, *HSP041 Fire Evacuation Procedure*.
- Process Safety is considered through all aspects of Projects, from Design to Site activity.
- Manual handling operations and activities, *HSP014 Manual Handling Procedure*.
- Performing activities at height, *HSP047 Working at Height Procedure*.
- Using ladders or equivalent equipment to work at height, *HSP006 Safe Use of Ladder & Step Ladders Procedure*.
- The handling, storage and usage of chemicals, *HSP010 COSHH Procedure*.
- Use of lifting equipment, *HSP048 LOLER Procedure*.
- Safe working practice relating to electrical work activities, *HSP024 Electrical Working Safely Policy*.
- Use of work equipment as part of operations, *HSP026 PUWER Procedure*.
- Use of hand-held or guided vibrating tools and equipment, *HSP035 Hand Arm Vibration Procedure*.
- Use of compressed gas cylinders during operations, *HSP005 Handling, Storage & Control of Gas Cylinders Procedure*.
- Working in areas with excessive noise levels, *HSP019 Noise at Work Policy*.
- Working in areas containing asbestos, *TTLPro039 Asbestos Management & Control Policy and Procedure*.
- Users of display screen equipment, *HSP020 Assessment of Display Screen Equipment*.
- Provision of work instructions and procedures for activities, *HSP050 Health & Safety Operational Control Procedure*.
- Using Company vehicles, *HSP023 Company Driver Policy*.
- Ensure use of Personal Protective Equipment during operations, *HSP046 PPE Procedure*.
- Persons new to the facility are aware of the associated risks, *HSP018 Induction Policy & Procedure*.
- High risk activities are controlled and authorised, *HSP038 Safe System of Work (Permit to Work, Method Statement)*, *HSP002 Contractors and Specialist Permit Procedure*.
- Hot Works activities, *HSP051 Hot Works Procedure*.
- Ensuring young people / apprentices are considered in the workplace, *HSP017 Young Persons Procedure*.
- Lone working activities, *HSP001 Lone Working Procedure*.
- Subcontractor activities, *HSP052 Subcontractor Control Procedure*.
- Construction Design Management activities in line with CDM Regulations, *HSP027 CDM Dutyholder Responsibilities Procedure*.
- Staff, contractors and visitors will be provided with an induction and the appropriate training for their role.
- Suitable arrangements will be made for those who work on client sites, *TTLPro057 Training and Competence Procedure*.
- Company will ensure suitably qualified personnel are trained in First Aid and Fire Marshal duties. Periodic drills and testing of alarms will take place. Escape routes will be appropriately signed and kept clear
- Periodic meetings will take place with the workforce to ensure health and safety matters are addressed formally as they arise.

Signed:



M. Allen, Managing Director

Date signed: 14/01/2026