

H J Enthoven Ltd trading as Ecobat Logistics Occupational Health and Safety Policy

It is the policy of H J Enthoven Ltd T/A Ecobat Logistics, hereon referred to as *the Company*, to take all reasonable steps to ensure the health, safety and welfare of its employees. To do this, it will, so far as is reasonably practicable, establish procedures and systems necessary to implement, maintain and periodically review this policy.

The Company will ensure that all relevant statutory duties and obligations that relate to Occupational Health & Safety hazards are at least met, including those set out in the Health and Safety at Work etc. Act 1974. To achieve high standards of OH&S the company has implemented an Occupational Health and Safety Management System that meets the requirements of ISO 45001:2018. In addition, and as a commitment towards the continual improvement of Health and Safety management and performance, it has established a framework for setting and reviewing occupational Health and Safety objectives.

The Company will provide and maintain a healthy and safe working environment for all its employees and is committed to preventing occupational accidents and ill-health, including mental ill health; and will strive to encourage behaviours and attitudes required to promote its *Safe for Life* culture throughout the business. All employees will be provided with sufficient equipment, information, instructions, training and supervision necessary to implement this policy and contribute towards the achievement of this key objective. The company is committed to eliminating hazards and reducing occupational health and safety risk so far as reasonably practicable.

Employees also have responsibilities regarding health and safety at work and it is their duty to take reasonable care of their own and other people's welfare and to report any situation that could pose a threat to the well-being of themselves or others; and be prepared to challenge unsafe behaviour. The company has established local reporting methods to this end that are available to all.

The Company also has a duty to protect the health and safety of visitors, Contractors and temporary workers whilst on its premises, as well as any members of the public who might be affected by its activities and operations.

The Company is committed to providing its employees with:

- safe systems of work
- consultation and participation during all health and safety matters
- reporting systems for safety-related matters
- safe plant and equipment
- safe means of handling, transporting, storing and disposing of articles and substances
- adequate training, instruction, information and supervision
- safe access and egress to and from workplaces
- a safe and healthy environment in which to work, with adequate welfare facilities

We will monitor and review our progress against the safety objectives that we have set and our performance will be verified by periodic independent third-party audits.

The Senior Management Team is totally committed to ensure the activities of Ecobat Logistics are conducted in accordance with this policy; and encourages you, your team and colleagues to support each other to uphold these principles. Only by working together and taking personal accountability can we achieve our goals.



David Reynolds
Managing Director



Tom Seward
Commercial Director



Darvinder Bhamra
Head of Finance



David Brookes
Site Operations & H&S Manager



David Martin
Logistics Manager



Emma Lyndon
HR Advisor