

## Statement of Company Policy on Health, Safety and Welfare at Work

### Declaration of Intent

ICEE Managed Services Limited regards the promotion of health and safety measures as a mutual objective for Management and Employees at all levels of the business. We have a health and safety management system which is accredited to ISO 45001:2018.

It is, therefore, the Company's policy to do all that is reasonably practicable to prevent personal injury, damage to property and to protect from foreseeable work hazards, its employees and others, including the public, in so far as they come into contact with the Company or its products. Objectives are also set and monitored to drive continual improvement to the safety performance of the company.

In following this Policy, the Company will, so far as is reasonably practicable:

- Provide and maintain safe and healthy working conditions in compliance with all statutory provisions.
- Provide information, training, instruction and supervision as necessary to enable employees to perform their tasks safely and efficiently.
- Make available any necessary safety device and personal protective equipment.
- Maintain a constant and continuing interest in health and safety matters by consulting and involving employees wherever possible.
- Will collect and use personal data to ensure the health, safety and welfare of its staff and others.

Managers at all levels have a responsibility for the direct implementation of this Policy within their specific area of control.

Employees have a duty to co-operate in the operation of this Policy by working safely and complying with Company procedures, reporting any situation that appears dangerous, reporting all incidents causing damage or injury and making full and proper use of safety equipment provided by the Company. The Company Near Miss system should be utilised when required.

The company will not undertake any disciplinary action against employees who refuse to undertake work (Stop Work Authority!) on reasonable grounds of hazards to their Health, Safety and Welfare. A number of company procedures exist to complement and further clarify points within this Policy. These procedures are resident on the ICEE BMS System and are easily accessible.

This Policy will be reviewed and if necessary revised should there be any legislative or organisational changes within the Company. To ensure this, the Policy will be revised annually by the Compliance Lead.