



## Health, Safety and Welfare Policy

Sustainable Tech 4 Good Group Ltd & Veritas Digital Services Ltd, herein ST4G/VDS, recognises that high standards of health, safety and welfare are an integral element of a successful and efficient business.

The management of this key performance indicator is therefore central to our strategy for the wellbeing of both the Company and its employees. We acknowledge Health, Safety and Welfare are a management responsibility and are of equal importance to all other parts of the business. It is to be actively pursued through the continuing development of employee competence and the provision of expert advice to achieve progressive improvements in Health, Safety and Welfare performance. As a company we are committed to ensuring compliance with the requirements of The Health and Safety at Work Act 1974 and other such relevant Health and Safety legislation that may from time to time be introduced.

We will therefore ensure, so far as is reasonably practicable that:-

- All relevant statutory requirements are observed and are treated as the minimum standards to be applied to any work activities.
- Health, safety and welfare considerations are included in our business planning and decision making. Thus ensuring a safe and healthy working environment along with safe methods of work and conditions are provided, adopted and managed.
- Adequate information, instruction, training and supervision is to be provided so that through the use of formal risk assessment and the communication of the control measures to be adopted, to eliminate or reduce risk, individuals are made aware of the potential hazards they may face as a consequence of their work and work of others.
- Plant, equipment and materials provided for work that is to be undertaken will be fit for purpose and adequately maintained so as to be free from unnecessary risk.
- Employees and Sub-Contractors are actively encouraged to participate in health and safety, raise safety concerns and submit ideas and suggestions for improving standards, thereby facilitating co-operation between individuals, groups and the management team.
- The immediate and underlying causes of work related injuries and near misses will be identified and the necessary preventive action implemented to prevent a re-occurrence. This will include, as a last option, the provision and use of the correct personal protective equipment to ensure employees health and safety.
- Health and safety will never be compromised for other company objectives.

To assist in the promotion of a positive Health, Safety and Welfare culture ST4G/VDS will establish objectives; develop, implement and maintain management controls; instigate sound communication of information on safety and health; monitor; audit and review matters of Health and Safety & Welfare. In pursuance to that Health, Safety and Welfare will therefore be regularly reviewed at a senior level.



This Policy will be reviewed and developed periodically to ensure it remains effective and any necessary amendments will be made as appropriate.

Approved By: Sue Gowling

Date: 29<sup>th</sup> November 2019

Reviewed: 27th January 2026