



HEALTH AND SAFETY POLICY

Safety is non-negotiable - The health and safety of employees, contractors, suppliers and clients is of paramount importance. Saith will devote all the necessary energy and attention to provide and maintain safe and healthy working conditions, including equipment, instruction, training and systems of work. Saith is committed to fulfilling all relevant legal requirements and other requirements such as client's standards.

Saith has established and implemented an effective management system which complies with the requirements of Occupational Health & Safety Standard BS EN ISO 45001:2018.

Leadership and participation – The Operations Director has been designated as the company representative for Health & Safety and is responsible to the board for all matters in accordance with the Health & Safety at Work Act 1974 and all other relevant Health & Safety legislation.

Saith further believes Health and Safety is everyone's responsibility and actively supports and promotes all staff in this area. All Managers are accountable for managing workplace health and safety by displaying strong leadership and credibility. All staff and contractors are actively empowered to challenge and report any unsafe acts they see or perceive. Workers will be consulted when changing working practices and procedures. Everyone is responsible for working in a safe manner to prevent injury to themselves, co-workers and any other person.

Continuous Improvement - Saith's Management System (SMS) is considered a 'living document'. It is designed around the concept of continuous improvement, eliminating hazards and reducing risks at all levels as low as reasonably practicable (ALARP). Leadership is a key factor in supporting and driving this commitment.

Behavioural approach - Research identifies that peoples' behaviour can be traced as one of the root causes of all accidents/incidents, therefore Saith believes that Health and Safety should be interwoven into all aspects of its business and strongly encourages all to engage in its dialogue at all levels as a matter of routine.

Objectives – Continuous improvement and development is achieved by identifying risks and opportunities. Then planning how to eliminate or reduce the negative risks and opportunities and develop positive risks and opportunities.

Advice - Expert advice will be sought as necessary when determining health and safety risks and the measures required to eliminate or reduce them.

Review - This policy will be reviewed annually or more frequently depending on the development of the company and its activities.

Our mission

To deliver a sustainable energy future through technical excellence, innovation, leadership, collaboration, and value.

Our **core values** are:

- We do things **RIGHT**
- We do things **SAFELY**
- We always act with **PROFESSIONAL INTEGRITY**
- We **ENCOURAGE,SUPPORT** and **EMPOWER** our staff

Strategic Objectives – 3 year. Commenced 2022.

Employee Experience

- ✓ Safe working environment
- ✓ Providing an inclusive and equal opportunity workplace
- ✓ Employer of choice
- ✓ Developing and retaining internal talent
- ✓ Progressive, Supportive &Caring Culture

Client Experience

- ✓ Industry leading service levels
- ✓ Develop and reinforce client relationships
- ✓ Widen product & service offering

Business Experience

- ✓ Support the Seacht Group growth plans
- ✓ Improve cost and process efficiency
- ✓ Maintain and action Business Development Plan (BDP) for the challenges of the future
- ✓ Remain innovative to industry developments including a greener, more sustainable future



P Sykes-Tucker
Managing Director
26th October 2022