

ENVIRONMENTAL & SAFETY MANUAL

ES-06: HEALTH & SAFETY POLICY STATEMENT

HVPD Ltd's scope includes the Design, Assembly, Development, Installation, Training and Supervision of Partial Discharge Monitoring Equipment. The Provision of Testing and Monitoring Service for Condition Monitoring Equipment and the Supply of Product and Services to the Operators of High Voltage Cables and Plant within the UK, EU, and ROW Services from UK, China and US.

The company is fully committed to meeting its responsibilities under the **Health and Safety at Work Act 1974 (HSWA 1974)**, the **Management of Health & Safety at Work Regulations 1999 (MHSWR 1999)** and other legislation relevant to its activities

The company ensures, so far as reasonably practicable, the health, safety and welfare of its employees, contractors, visitors, and those members of the public, who may be affected by the business' activities.

The company maintains a Management System in accordance with **BS ISO 45001 2018** which provides a framework for health & safety activities.

The management system performance is formally reviewed annually by the Board of Directors.

This Health & Safety Policy is established, implemented, and maintained by top management based on the purpose, size, and context of the company, together with an assessment of health and safety risks and opportunities.

HVPD Ltd

- Produces Specific, Measurable, Achievable, Relevant & Time bound (SMART) objectives in line with the overall business strategy and Health & Safety Policy, and ensures that the results are monitored, analysed, and any actions arising are undertaken in timely fashion.
- Commits to satisfy legal and regulatory requirements.
- Commits to eliminating hazards and reducing risks by means of risk assessments using the hierarchy of control protocol. The results of risk assessments will be communicated to employees.
- Provides information, instruction, training, and supervision to reduce the risks to health & safety.
- Commits to provide safe and healthy working conditions for the prevention of work-related injury including wellbeing and mental health
- Maintains the workplace, plant, and equipment to reduce the risks to health & safety.
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances
- Provides health surveillance to employees where necessary.
- Commits to continual improvement of the management system.
- Commits to participation and consultation of workers and workers' representatives, including contribution to the formulation of this policy.
- Commits to protecting workers from reprisals when reporting incidents

The Health & Safety Policy

- Is controlled electronically in accordance with the HVPD Ltd Control of Documents & Record Procedure. Hardcopies are uncontrolled unless specifically indicated otherwise.
- Is communicated by top management to all employees.
- Is formally reviewed for suitability by the Board of Directors at least annually.
- Is available to all interested parties via the company website or by direct request.


Ultimate responsibility for the health, safety, and welfare of employees, contractors, visitors, and members of the public who may be affected by company activities, rests with the Board of Directors.

The company may appoint personnel having specific responsibilities in the management of health and safety.

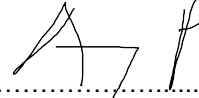
All employees have a legal duty to take reasonable care of their own and others' health and safety, and to co-operate with management in health and safety matters. Failure to do so may result in disciplinary action.

This Policy has been prepared in compliance with section 2(3) of the **HSWA 1974** and binds all directors, Managers and Employees, in the interests of employees, customers and visitors.

This health and safety policy is communicated to all staff. We request that all our customers, visitors and contractors respect this policy, a copy of which can be obtained from the HVPD Ltd website.

A handwritten signature in black ink, appearing to read 'Kelly Thorley', positioned above a dotted line.

Kelly Thorley
Director of HR & Admin

A handwritten signature in black ink, appearing to read 'Alex Polley', positioned above a dotted line.

Alex Polley
Director – Principal Software Engineer

A handwritten signature in black ink, appearing to read 'Marc Foxall', positioned above a dotted line.

Marc Foxall
Director – Business Development & Test Services

A handwritten signature in black ink, appearing to read 'Malcolm Seltzer-Grant', positioned above a dotted line.

Malcolm Seltzer-Grant
Technical Director

Approved by SGa in consultation with JHu, LHe, SLi, CLe, JMa, SBa, CMc