

Health, Safety and Welfare Policy Statement

HSQE Ltd (and HSQE Ltd trading as Vital Skills) provide health, safety, quality, environmental, safeguarding and management consulting and training activities, products and services.

We are committed to providing safe and healthy working conditions and preventing work related injuries and ill health to employees and others that might be affected by our activities, products and services, so far as reasonably practicable.

This includes providing:

- A safe and healthy place of work
- Safe systems of work
- Safe equipment, materials and substances
- Competent and capable employees that are consulted on matters affecting their health, safety and welfare and able to contribute towards our improvement in those areas
- Resources necessary to support our efforts

We are committed to complying with the laws in the areas where we operate, in addition to understanding and meeting other requirements applicable to what we do.

We manage health, safety and welfare using an integrated management system that incorporates the requirements of BS ISO 45001:2018. We are committed to continual improvement of the integrated management system.

Safe behaviour is a condition of working for us.

To this end, all our employees and associates will:

- So far as within their means:
 - Identify and remove (or seek the removal of) unsafe conditions from the work environment
 - Identify and address (or seek the addressing of) unsafe acts that they observe in the course of their work
 - Report incidents so that they can be resolved, or recurrence avoided

“Everyone home safe every day”

- Implement, or follow, risk assessments and apply the identified control measures, giving priority to:
 - Eliminating the hazard
 - Reducing the risk
 - Using engineering controls
 - Using administrative controls
 - Using PPE as a last resort
- Be competent to perform the work required of them, or have adequate supervision while acquiring that competence
- Not interfere with, or misuse, anything provided for the purpose of health and safety
- Have adequate resources to do our work safely and without risk to health
- Have adequate welfare facilities
- Apply high housekeeping standards
- Use work equipment that is fit for purpose, is suitably inspected and maintained
- Eliminate or control exposure to hazardous materials and substances
- Stop work if they believe it cannot be done safely or without risk to health
- Receive health surveillance, where identified by risk assessment
- Cooperate with others, both inside and outside the company



Original
signed

John Constable
Managing Director
HSQE Ltd

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