

## Health and Safety Policy Statement of Intent

Alcema, Alcema Construction & Alcema Fire Safety Limited Integrated Management System Manual sets out the organisation and arrangement of the company's Health & Safety system in accordance with ISO 45001 (2018) requirements.

This Health and Safety Policy Statement recognises Alcema, Alcema Construction & Alcema Fire Safety Limited's obligations under the Health and Safety at Work etc. Act 1974. This policy statement and the health and safety documentation detailing the means of implementing the policy relate to Alcema & Alcema Fire Safety Limited's operations.

This Policy is intended to be our company's documented intention to meet legal compliance, prevent injuries and bad health, and to continually improve. Alcema, Alcema Construction & Alcema Fire Safety Limited is morally and legally obligated to safeguard, so far as is reasonably practicable, the health, safety and welfare of our employees and anyone who may be affected by the actions of the Company, its employees, or as a result of Alcema, Alcema Construction & Alcema Fire Safety Limited activities. Alcema, Alcema Construction & Alcema Fire Safety Limited fully accepts our obligations and responsibilities, which will be achieved by:

- Meeting its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- Providing and maintaining safe working environments that are without risks to health, safety and welfare. Limiting adverse effects on and adjacent to the area in which those activities are carried out.
- Ensuring all employees play an active part in the health and safety of the Company by consulting with them and providing them with adequate information, instruction, training and supervision for them to understand their role within the Company.
- Setting standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, sub-contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems.
- Ensuring that hazardous areas are kept secure from the public, employees or stakeholders, or sub-contractors not required to enter them.
- Ensuring that when new substances, plant, machinery, equipment, processes or premises are introduced, adequate guidance, instruction, training and supervision are provided for safe methods of work to be developed.
- Ensuring that all plant and equipment is maintained in a safe condition and is subject to routine and statutory inspections and examinations.
- Ensuring that sub-contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the sub-contractors' legal responsibilities to comply with statutory requirements.
- Provide adequate resources to comply with statutory requirements with regards to the health, safety and welfare of all those affected by its activities.

Employees are required to cooperate with the Company not only to ensure their personal safety, but also to ensure they are not prosecuted for breach of legislation or have disciplinary action taken against them by the

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Owner <b>Jason Spencer</b>	Approved by <b>Chas Bray</b>	Date <b>08/08/2025</b>	Version <b>2.7</b>	Page 1	

Company for breach of Company rules.

The Company will communicate the Health and Safety Policy to all employees, and it will be freely available to clients, shareholders and the general public. This policy will be reviewed annually and updated as required to conform to current legislation.

This Policy, supported by Instructions, Procedures and Organisational Arrangements, is to be applied to all activities carried out by Alcema, Alcema Construction & Alcema Fire Safety Limited.

All Directors, Managers and Supervisors will enforce this Policy. The Managing Director, Mr Jason Spencer is directly responsible for the health and safety performance of the company and signs this policy statement in acknowledgement of this.

Signed



Jason Spencer  
Managing Director, Alcema, Alcema Construction & Alcema Fire Safety Limited

Review Date: 08/08/2025  
Next Review: 07/08/2026

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