

Health & Safety Policy

HEALTH AND SAFETY POLICY

Line Management Group (LMG) Limited, will ensure, as far as is reasonably practicable, the health, safety and welfare at work of its employees and any third parties contracted to undertake work on behalf of LMG.

In an effort to comply with all relevant statutory provisions brought about by Health and Safety legislation, and Occupational Health guidance, the Director responsible for facilitating the Health and Safety management function, must ensure suitable resources are made available. To satisfy the regulatory requirements regarding access to competent advice, the Company has appointed a third-party Consultancy Practice, with all consultants operating at chartered status within the Institution of Occupational Safety and Health (IOSH).

Working with key members of the Company's Management Team, the Health and Safety Consultants will aid in the identification, mitigation and management of all foreseeable risks that might impact the Company, which now includes arrangements for mitigating the risks associated with the Covid-19 Pandemic. This will be an ongoing management process, seen by the senior members of the Company as equal to that of any other management function.

The escalation of the virus and required controls specific to both public and employee health and safety has understandably impacted the organisation, resulting in the development and implementation of enhanced Occupational Health controls, designed to comply with the guidance as issued by UK Government, and above all, to keep our people safe.

Faced with a systemic review at both strategic and operational level, the works to achieve these Occupational Health and safety controls have been significant.

A complete and systematic breakdown of all activities has been required across the organisation, using the risk assessment process to understand where Covid-19 risks are presented; prompting additional controls and an ever-present requirement for review and re-evaluation of risk control measures.

Through a process of continual improvement, the performance of Health and Safety standards in the Company will be monitored and reviewed on an ongoing basis. Risk reduction strategies, in the form of information, instruction, training and supervision, will be implemented and monitored on a continual basis, to ensure that all agreed Health and Safety standards in the Company are maintained.

We understand that the Company is only as successful as the people it employs. To acknowledge this, we ensure that those persons appointed to management and supervisory positions are suitably trained and adequately supported, with advice and guidance in their roles. This includes the ongoing management of Health and Safety issues, both in our clerical and site-based activities. Likewise, we will ensure that our workforce (including third parties) has the required skills and capabilities to carry out its work safely. This will be achieved through a process of training and information for our employed staff, with regular briefings and updates on Health and Safety matters, and proportionate supervision. Third parties will be suitably vetted through our internal review and authorisation process, which includes extensive Health and Safety appointment criteria.

This policy will ensure that a safe place of work is provided, and any equipment used for work is fit for purpose, maintained and, where required, inspected under statutory provisions. We will continue to ensure that we have the

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right people with the right skills, knowledge, and experience to enable us to effectively manage Health and Safety throughout the organisation. We will endeavour to provide training, information, and supervision to ensure our workforce can operate in a healthy working environment with effective risk controls.

As part of our wider initiative for Health and Safety management in the Company, this policy, along with all subordinate documentation and systems of work, will be continually reviewed and amended, where required. Any changes will be brought to the attention of all persons operating on behalf of the Company.

Signed



Ieuan Rowe – Director Responsible for Health and Safety

Date reviewed – 16th July 2020