

## HEALTH & SAFETY POLICY STATEMENT

As Chairman of Crystal Services Plc, I have overall accountability and responsibility to ensure that the company requirements concerning health and safety at work are properly understood by everybody – and are adhered to constantly. However, these requirements can only be regarded as a foundation stone, as it is my belief that health and safety ranks equally with all other company objectives.

The responsibility placed upon me is filtered down through the Managers of our Cleaning, Pest Control, and Head Office divisions – all of whom report to me regularly. As part of their duties they must ensure that health and safety in the workplace is kept under control, and that the performance of those reporting to them is continuously monitored.

As employees, your legal duties under The Health and Safety at Work Act 1974 are:

- To take reasonable care of your own Health and Safety and that of others which may be affected by what you do – or do not do;
- To co-operate with your Managers on Health and Safety;
- To correctly use work items provided by the employer, including personal protective equipment in accordance with training and instructions;
- To not interfere with or misuse anything provided for Health, Safety or Welfare.

All employees will be suitably trained to perform the tasks that they are likely to undertake, to recognise potential risks in the workplace, and not to be asked to perform any task that is likely to risk their health or safety.

The company is bound by law to conduct suitable and sufficient risk assessments in the workplace, and we will accordingly take all steps to control foreseeable hazards, and any risk of harm, as far as it is reasonably practicable to do so. We will also identify and take up any opportunities to improve our health and safety performance.

As a company we take full account of the impact of our operations on health, safety and welfare. By carefully planning our activities we are able to progressively meet our health and safety objectives – which are founded on best industry standards as well as legal requirements.

We will strive to continually improve our occupational health and safety management processes and performance, and I shall accordingly authorise and provide the time, trouble and financial resources to protect all persons affected by our operations. We will also continue to consult our employees in all aspects of health and safety.

I believe that people are our greatest resource and are the key to the safe management of our activities, and we all should be motivated to understand that working safely, and professionally, is the only way forward.

Finally, I am committed to the prevention of injury and ill-health, and to compliance with all applicable health and safety legal requirements and standards including ISO45001:2018.



Toby Jerman

Date: October 2022 (Review Oct 2023)