

This **Health & Safety Policy** has been prepared to establish a clear framework for managing health and safety within Veraxus Ltd. As a construction company, we recognise that our activities involve significant risks that must be carefully controlled.

This policy outlines how hazards will be identified, risks assessed, and control measures implemented to ensure a safe working environment. It applies to all employees, subcontractors, and visitors involved in company operations.

The company is committed to continuous improvement in health and safety performance through planning, monitoring, and regular review.



2. STATEMENT OF INTENT

2.1 Company Commitment

Veraxus Ltd is committed, so far as is reasonably practicable, to:

- Ensuring the health, safety, and welfare of employees
- Protecting contractors, visitors, and the public
- Preventing accidents, injuries, and occupational illnesses
- Complying with all relevant legal requirements

⚠ 2.2 CORE SAFETY PRINCIPLES

Safety takes priority over speed or cost

All project deadlines and budgets must be managed without compromising safety. Work must stop if unsafe conditions are identified, regardless of time or cost pressures.

No task is so urgent that it cannot be done safely

Employees must never rush work in a way that bypasses safety procedures. Proper planning and safe methods must always be followed before starting any task.

All accidents are preventable with proper planning

Most incidents occur due to poor planning or lack of control measures. By identifying hazards early and applying controls, risks can be significantly reduced.

Every employee has a responsibility for safety

Safety is a shared responsibility. Every worker must follow procedures, report hazards, and contribute to a safe working environment.

Safety meeting/toolbox talk with supervisor briefing workers



3. HEALTH & SAFETY MANAGEMENT SYSTEM

Veraxus Ltd follows the Plan – Do – Check – Act (PDCA) approach:

3.1 PLAN

- Identify workplace hazards
Hazards such as unsafe equipment, working at height, or hazardous materials are identified through inspections and planning processes.
- Conduct risk assessments
Each hazard is evaluated based on likelihood and severity to determine the level of risk involved.
- Develop safe systems of work
Clear procedures are created to ensure tasks are carried out safely, particularly for high-risk activities.
- Allocate responsibilities and resources
Safety responsibilities are assigned, and sufficient resources such as training, equipment, and supervision are provided.

3.2 DO

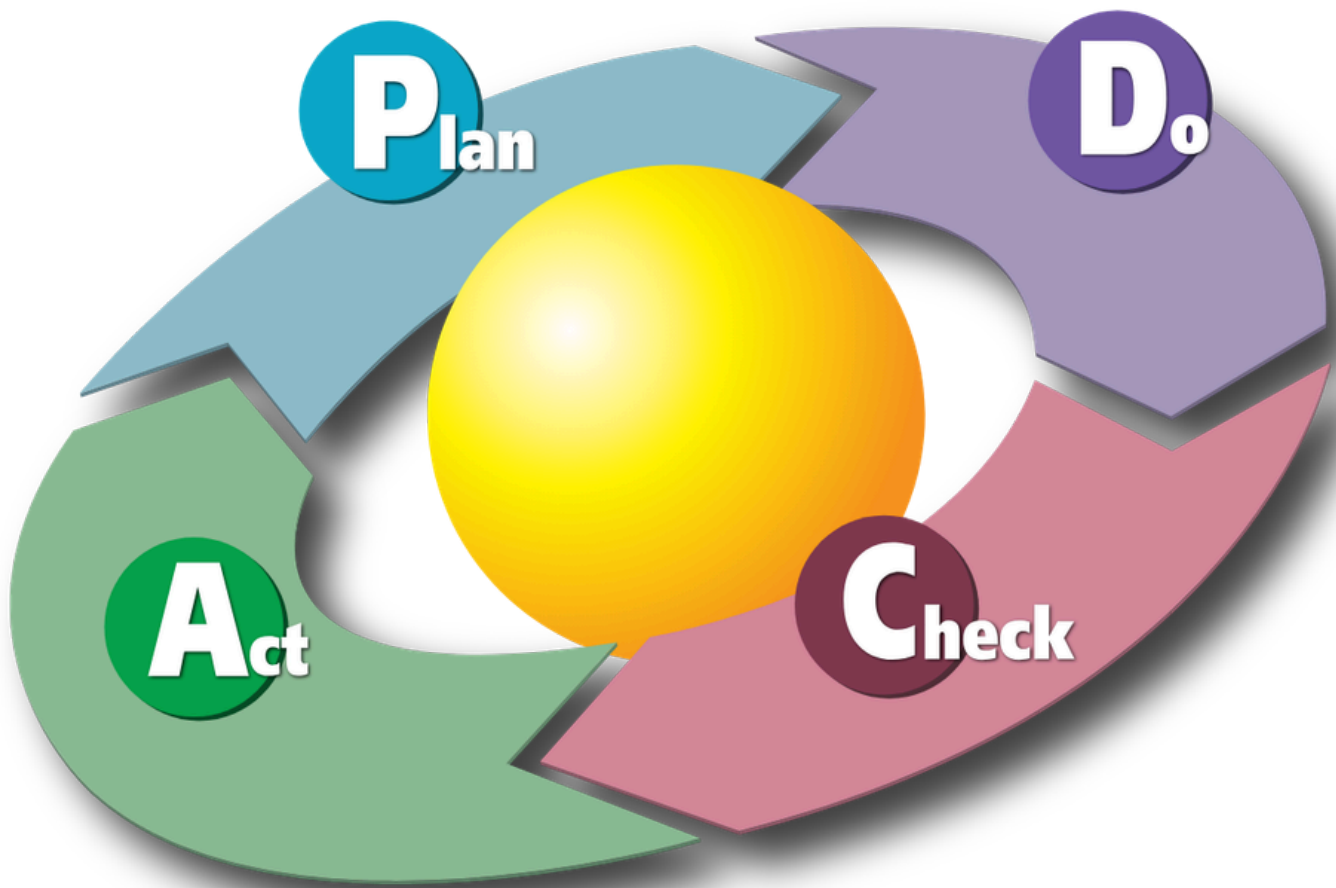
- Implement control measures
Measures such as barriers, PPE, or safe procedures are applied to reduce risks.
- Provide training and supervision
Workers receive appropriate training and are supervised to ensure safe working practices.
- Supply appropriate equipment and PPE
All necessary tools and protective equipment are provided and maintained.
- Communicate safety procedures
Safety rules and instructions are clearly communicated to all employees and contractors.

3.3 CHECK

- Conduct regular inspections and audits
Worksites and equipment are inspected regularly to ensure compliance with safety standards.
- Monitor safety performance
Incident reports, audits, and inspections are reviewed to track performance.
- Investigate accidents and near misses
All incidents are analyzed to identify root causes and prevent recurrence.

3.4 ACT

- Review performance and findings
Safety performance is evaluated to identify areas for improvement.
- Update procedures and controls
Policies and procedures are revised when necessary.
- Implement continuous improvements
Ongoing improvements are made to enhance safety standards.



4. ROLES & RESPONSIBILITIES

4.1 Managing Director

- Ensures compliance with all health & safety laws
- Provides adequate resources for safety
- Promotes a strong safety culture
- Reviews safety performance regularly

The Managing Director holds overall responsibility for ensuring that health and safety is effectively managed across all company operations.

4.2 Health & Safety Manager / Coordinator

- Develops and maintains safety procedures
- Conducts audits and inspections
- Investigates accidents and incidents
- Provides advice on safety matters

This role ensures that the policy is implemented and continuously improved.

4.3 Site Supervisors

- Enforce safety rules on-site

- Conduct daily checks
- Monitor workers and contractors
- Stop unsafe work immediately

Supervisors play a critical role in maintaining day-to-day safety standards.



4.4 Employees

⚠️ LEGAL DUTIES

Take reasonable care of their own safety

Employees must act responsibly and avoid unsafe behavior that could cause harm.

Not endanger others

Workers must ensure their actions do not create risks for others on-site.

Follow safety instructions and procedures

All rules and systems of work must be followed at all times.

Use PPE correctly

PPE must be worn properly and consistently.

Report hazards, defects, and incidents immediately

Prompt reporting allows corrective action to be taken quickly.

Construction workers properly following safety procedures

5. RISK ASSESSMENT

⚠ MANDATORY RULE

No work shall commence without a completed risk assessment.

5.1 Process

- Identify hazards - Examine tasks and environments to identify potential dangers.
- Determine who may be harmed - Consider employees, contractors, and the public.
- Evaluate risks - Assess how serious and likely each risk is.
- Implement controls - Introduce measures to eliminate or reduce risks.
- Record findings - Document assessments for compliance and reference.
- Review regularly - Update assessments when changes occur.



6. SAFE SYSTEMS OF WORK

Safe systems of work are developed for high-risk activities such as:

- Work at height
- Excavation
- Machinery operation
- Electrical work

These include step-by-step procedures, control measures, and emergency actions to ensure tasks are carried out safely.



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7. PERSONAL PROTECTIVE EQUIPMENT (PPE)

⚠ MANDATORY PPE ON ALL SITES

- Safety helmets
- High-visibility clothing
- Safety boots
- Gloves
- Eye protection

Responsibilities

- Use PPE correctly - PPE must be worn as instructed to ensure maximum protection.
- Maintain PPE - Equipment must be kept clean and in good condition.
- Report defects - Damaged PPE must be reported and replaced immediately.



8. TRAINING & COMPETENCE

- Site induction training - All workers receive safety orientation before starting work.
- Task-specific training - Employees are trained for specific tasks, especially high-risk ones.
- Refresher training - Regular training ensures knowledge remains up-to-date.

Only competent and trained individuals are permitted to perform high-risk work.



9. ACCIDENT REPORTING & INVESTIGATION

⚠ ALL INCIDENTS MUST BE REPORTED IMMEDIATELY

- Provide first aid - Immediate care must be given to injured persons.
- Record incident - Details must be logged in the accident register.
- Investigate cause - Root causes are identified to understand the incident.
- Implement corrective actions - Steps are taken to prevent recurrence.



10. FIRE SAFETY

Maintain clear escape routes - Exits must always be accessible.

Store flammable materials safely - Hazardous substances must be handled properly.

Inspect fire equipment regularly - Equipment must be functional and accessible.

IN CASE OF FIRE

- Raise alarm
- Evacuate immediately
- Go to assembly point
- Do not re-enter



11. CONTROL OF HAZARDOUS SUBSTANCES (COSH)

Identify hazardous substances - All harmful materials are identified.

Assess risks - Exposure risks are evaluated.

Provide safe handling procedures - Clear instructions are provided for safe use and storage.



12. KEY WORKPLACE RISKS

Work at Height

Working at height presents fall risks. Proper equipment such as scaffolding and harnesses must always be used.

Excavations

Excavation work can collapse or expose underground services. Proper planning and support systems are required.

Machinery & Equipment

Improper use can lead to serious injury. Only trained personnel should operate machinery.

Electrical Safety

Faulty electrical systems can cause severe harm. Only qualified personnel should handle electrical work.



13. WELFARE FACILITIES

Veraxus Ltd will provide:

- Clean drinking water
- Toilets and washing facilities
- Rest areas

These facilities ensure employee well-being and compliance with standards.

14. DRUGS & ALCOHOL POLICY

⚠️ STRICTLY PROHIBITED

- Working under influence
- Possession on site

Substance misuse impairs judgment and significantly increases accident risk.



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15. ENVIRONMENTAL RESPONSIBILITY

Reduce waste and pollution - Efficient practices minimize environmental impact.

Dispose of materials responsibly - Waste must follow legal disposal methods.

Protect surrounding environment - Operations must not harm nearby communities.



16. MONITORING & REVIEW

Regular inspections ensure safety standards are maintained.

Safety audits identify weaknesses in the system.

Annual reviews ensure the policy remains up to date.

17. DECLARATION

Veraxus Ltd is fully committed to implementing and maintaining the highest standards of health and safety across all operations.

Signed: Alex Stefan

Name: Alex Stefan

Position: Director

Date: 08 May 2026

Approved and signed electronically on behalf of Veraxus Ltd

This document has been electronically approved and signed by the Director of Veraxus Ltd. The typed signature shown on this page is intended to authenticate and approve this document on behalf of the company.