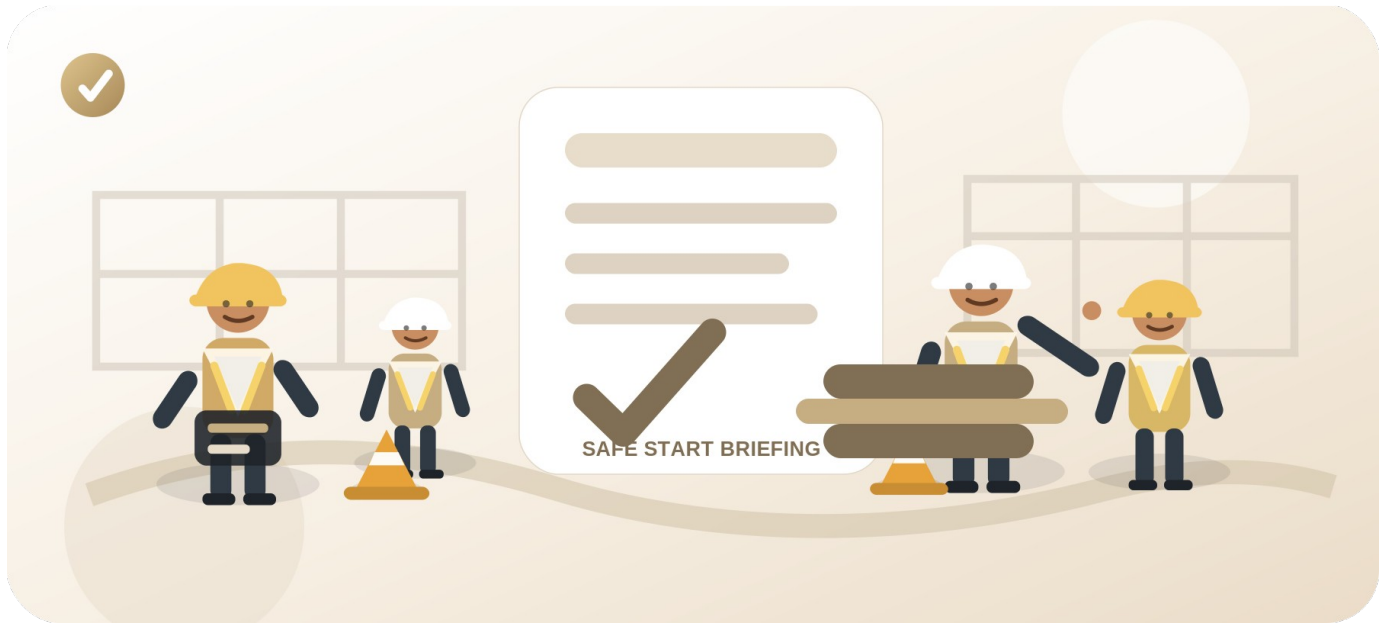


HEALTH & SAFETY POLICY

A visual, practical and controlled policy for safe construction, refurbishment, flooring, restoration and site operations carried out by or on behalf of Veraxus Ltd.



Company	Veraxus Ltd	Status	Approved
Effective date	08 May 2026	Next review	08 May 2027, or earlier if required
Responsible owner	Director	Applies to	Directors, employees, workers, subcontractors, suppliers, visitors and persons affected by company work

POLICY AT A GLANCE	
Safe work before fast work Programme, cost and client pressure must not override safe planning, competent supervision or the right controls.	No uncontrolled starts Work must not begin until risks, RAMS, access, welfare, emergency arrangements and competence have been considered.
Stop unsafe work Anyone working for or with Veraxus Ltd is expected to pause or escalate work if conditions become unsafe.	Evidence and learning Inspections, briefings, incidents, near misses and corrective actions are recorded proportionately and used to improve future delivery.

1 Introduction	2 Intent	3 Scope	4 Reference basis
5 Management system	6 Responsibilities	7 Risk & RAMS	8 CDM/project controls
9 Key site controls	10 COSHH/fire/welfare	11 Incidents & records	12 Review & approval

Controlled copy note This signed policy PDF is the controlled reference document for tenders, clients, advisers, portals and governance evidence. Website summaries may explain the policy in plain language but do not replace this document.
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1. INTRODUCTION AND STATEMENT OF INTENT

1.1 Responsible safety management: Veraxus Ltd recognises that construction, refurbishment, finishing, flooring, restoration, maintenance and site coordination can create significant risks if not properly planned, communicated and controlled.

1.2 Practical operating context: The company may work in live, occupied, commercial, residential, landlord, healthcare, hotel, education and public-sector environments. Controls must therefore consider workers, subcontractors, clients, residents, visitors, members of the public and adjacent trades.

1.3 Statement of intent: Veraxus Ltd is committed, so far as is reasonably practicable, to protecting the health, safety and welfare of those working for the company and those affected by its operations.



Generated PPE and safe-control illustration used for visual presentation only.

Commitment	How Veraxus applies it
Legal compliance	Comply with applicable health and safety law, HSE guidance, contract duties, client site rules and project-specific requirements.
Risk prevention	Identify hazards early, assess risks, eliminate hazards where possible and reduce remaining risks through suitable controls.
Competent delivery	Use competent people, suitable supervision, safe equipment, clear instructions and controlled systems of work.
Visible safety culture	Encourage reporting, consultation and stop-work action. Incidents and near misses are treated as learning opportunities.
Continuous improvement	Review performance, learn from inspections and incidents, and improve arrangements as the business develops.

Stop work authority

No task is so urgent that it cannot be paused and made safe. Personnel are expected to stop work and escalate concerns where conditions, information, competence, equipment or controls are not suitable.

Safety promise	Plan the work, brief the people, control the risk, keep evidence and improve from learning.
Practical test	If the task, access, welfare, emergency arrangements or method are unclear, pause and obtain clarification before proceeding.

2. SCOPE, REFERENCE BASIS AND LEADING-PRACTICE ALIGNMENT

This policy applies to Veraxus Ltd activities wherever health and safety risks may arise, including surveys, tender-stage visits, mobilisation, site works, subcontractor coordination, deliveries, snagging, handover and post-completion attendance.

People covered	Directors, employees, workers, temporary personnel, subcontractors, consultants, suppliers, visitors and anyone working under Veraxus Ltd control or instruction.
Activities covered	Construction, refurbishment, flooring, restoration, building completion, finishing, management-led delivery, site coordination, procurement, site travel and business administration linked to work activities.
Practical limits	This policy does not replace project RAMS, statutory appointments, principal contractor requirements, site rules, permits or specialist advice where those are required.

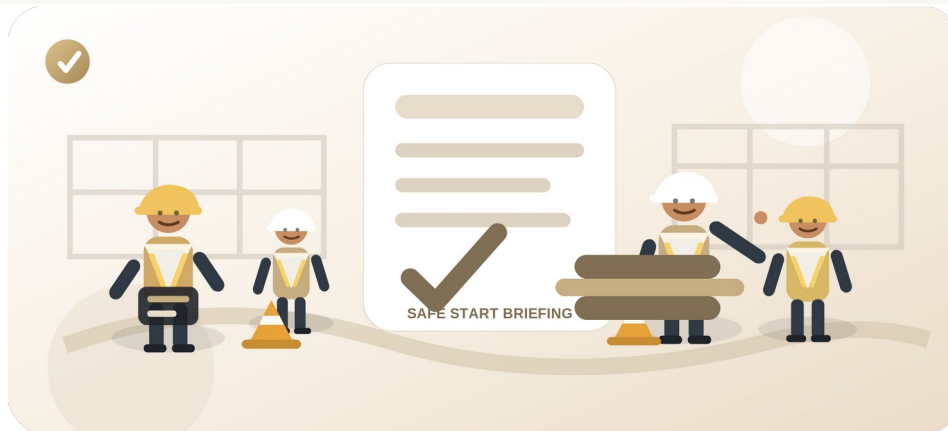
3. REFERENCE BASIS

This policy has been prepared with regard to recognised UK health and safety duties and HSE guidance relevant to construction and refurbishment work. The list below is a practical alignment summary, not an exhaustive legal register.

Core duties	Health and Safety at Work etc. Act 1974; Management of Health and Safety at Work Regulations 1999.
Construction control	Construction (Design and Management) Regulations 2015; HSE guidance on planning, organising, monitoring and reviewing construction work.
Key controls	Work at Height; COSHH; PUWER; PPE duties; Manual Handling; Workplace Welfare; First Aid; Fire Safety; RIDDOR.
Project evidence	Risk assessments, RAMS, construction phase plans, permits, client requirements, inspections, toolbox talks, inductions and subcontractor evidence.

Design and practice inspiration

The visual treatment and safety emphasis have been strengthened after reviewing large-contractor approaches that use people-focused safety messaging, clear commitment blocks, worker empowerment, stop-work culture, life-saving controls, project lifecycle planning and visually accessible website summaries. The policy remains proportionate to Veraxus Ltd.

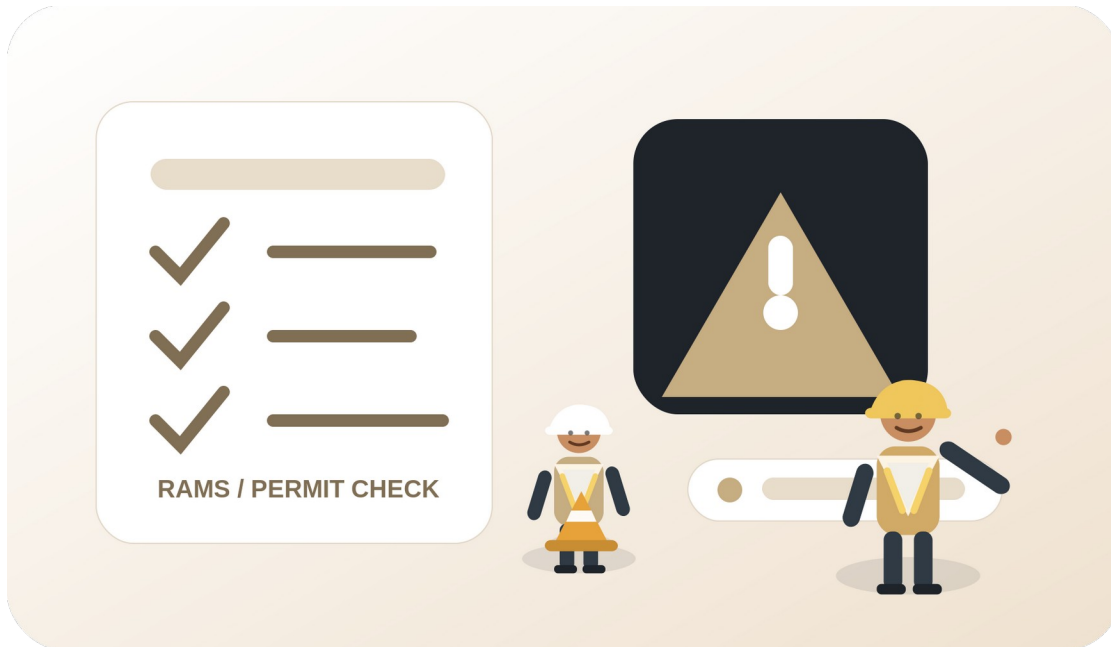


Generated PPE briefing visual inspired by major-contractor safety culture presentation styles.

People-focused safety	The policy uses a visible safety-culture approach rather than relying only on legal wording.
Worker voice	The document reinforces speaking up, reporting hazards and stopping unsafe work.
Project lifecycle	Safety controls are linked to tender, mobilisation, delivery, handover and review stages.

4. HEALTH & SAFETY MANAGEMENT SYSTEM

Veraxus Ltd uses a practical Plan - Do - Check - Act approach. This keeps safety linked to project planning, delivery, monitoring and improvement rather than relying on paperwork after work has already started.



Generated RAMS and risk-planning visual with PPE, briefing board and controlled-work cues.

<p>Plan Identify hazards, gather site information, assess risk, agree access and welfare, prepare RAMS where required, plan competence and allocate resources.</p>	<p>Do Brief the work, implement controls, provide supervision, maintain equipment, follow site rules and stop work if conditions change.</p>
<p>Check Inspect work areas, review controls, record accidents and near misses, check competence evidence and monitor subcontractor performance.</p>	<p>Act Correct issues, update RAMS, brief lessons learned, review policy arrangements and improve controls for future projects.</p>

<p>Management system control note Controls should be in place before exposure to risk. Where the project changes, the safe method should be reviewed before the work continues.</p>	
<p>Before work</p>	<p>Briefing, RAMS, competence, access, welfare, PPE, emergency route and client/site requirements confirmed.</p>
<p>During work</p>	<p>Supervision, housekeeping, exclusion zones, change control, defects, unsafe conditions and communication monitored.</p>
<p>After work</p>	<p>Handover evidence, photographs, snagging records, lessons learned and close-out actions retained where useful.</p>
<p>Risk owner</p>	<p>A named lead should understand who is controlling the task, who can authorise change and who should be contacted if the method is unsafe.</p>
<p>Review point</p>	<p>Changed access, changed materials, additional trades, unexpected substrate issues, missing welfare or unclear instructions should trigger a method review.</p>
<p>Evidence point</p>	<p>Briefings, photographs, inspection notes and corrective actions should be kept in a proportionate way so that learning is traceable.</p>

5. ROLES, RESPONSIBILITIES, PLANNING AND RAMS

Role	Expected responsibility
Director / senior management	Retain overall responsibility; provide proportionate resources; approve this policy; ensure competent advice is available; review significant incidents, inspections and improvement actions.
Nominated H&S coordinator or adviser	Support risk assessment, RAMS, inspections, accident review, training arrangements and updates to company procedures. External competent support may be used where appropriate.
Project lead / site supervisor	Plan and brief the work; check RAMS are suitable; coordinate subcontractors; maintain housekeeping; carry out visual checks; stop unsafe work and escalate changed conditions.
Employees and workers	Take reasonable care; follow instructions; use PPE correctly; report hazards, defects, incidents and near misses; do not misuse or interfere with safety controls.
Subcontractors and suppliers	Provide competent personnel, suitable equipment, required certificates, insurance and RAMS where applicable; cooperate with Veraxus and other duty holders.

6. PLANNING, RISK ASSESSMENT AND RAMS

Stage	Practical action
1 Identify hazards	Review task, environment, access, materials, equipment, interface with others, client site rules and known restrictions.
2 Decide who may be harmed	Consider workers, subcontractors, client staff, residents, visitors, vulnerable occupants, other trades and the public.
3 Evaluate and control risk	Eliminate hazards where possible; otherwise reduce risk through sequencing, isolation, guarding, competence, PPE, supervision and emergency arrangements.
4 Record and brief	Record significant findings and communicate controls before work starts using RAMS briefings, toolbox talks, site instructions or induction.
5 Review and update	Review if work changes, new hazards appear, an incident occurs, a client instruction changes the method or controls are not working.

RAMS rule

RAMS must be clear enough for workers to understand and specific enough for supervisors to manage. High-risk tasks, occupied-site works, work at height, dust-generating work, hazardous substances, hot works and client-mandated tasks require particular care.



Generated PPE and site-control visual for briefing, assurance and website presentation use.

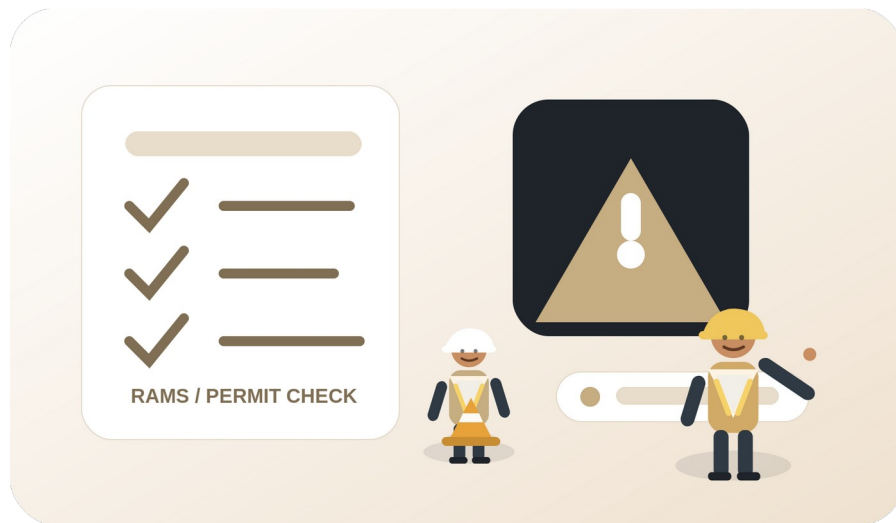
7. CDM, PROJECT CONTROLS AND KEY WORKPLACE RISKS

Where CDM 2015 applies, Veraxus Ltd will cooperate with clients, principal contractors, principal designers, designers and contractors according to its role on the project. Duties will be scaled to the nature and risk of the work.

Project stage	Control focus
Before commitment	Clarify role, site rules, access, welfare, information, permits, surveys, asbestos information, known hazards, programme, supervision, certification and emergency arrangements.
Before work starts	Confirm RAMS, inductions, competence, proof of insurance, equipment checks, PPE, emergency arrangements and coordination with adjacent trades.
During works	Maintain visual checks, housekeeping, communication, supervision and change control. Stop and review where conditions change.
After completion	Retain proportionate evidence such as photographs, inspection records, handover notes, training records and incident records.

8. KEY WORKPLACE RISKS

Work at height Plan access, edge protection, ladders, podiums, towers and MEWPs carefully. Use competent persons and inspect equipment before use.	Dust and COSHH Review substances and dust-producing tasks. Use safer products, extraction, ventilation, PPE/RPE and COSHH assessments where required.
Work equipment Use suitable, maintained, inspected and authorised tools, plant and electrical equipment. Defects must be reported and taken out of use.	Live / occupied environments Control access, segregation, housekeeping, communication, noise, dust, waste and interface with residents, visitors, client staff and other trades.
Manual handling Avoid unnecessary lifting, plan deliveries, use aids and team lifting where required. Consider weight, awkward posture and working space.	Public protection Use barriers, signage, agreed working zones, safe storage and controlled deliveries to prevent harm to residents, visitors and the public.



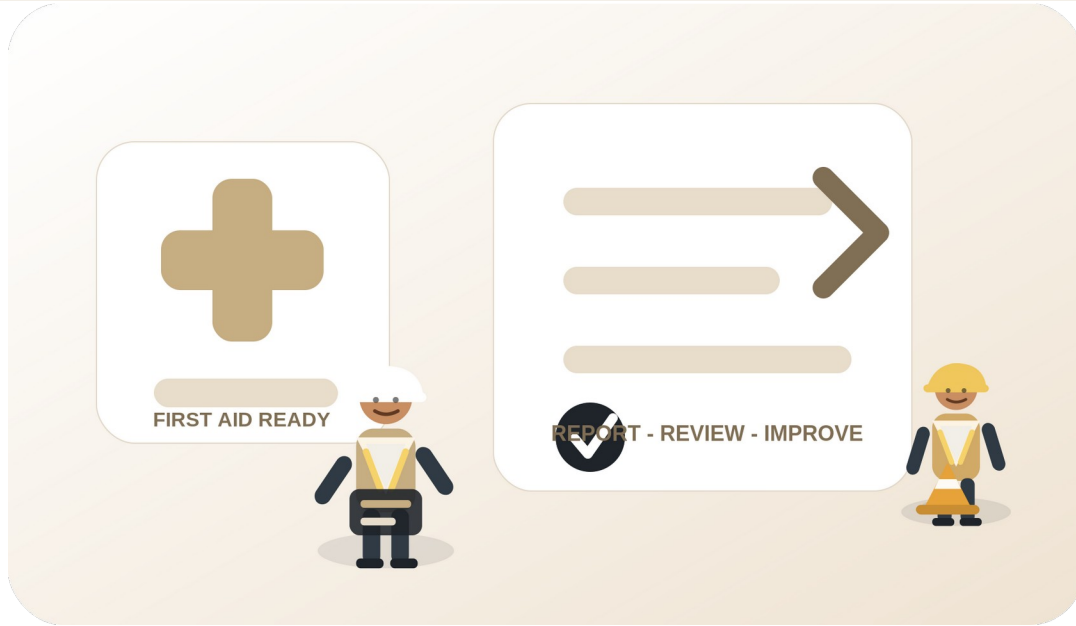
Generated risk-control visual reinforcing planning, warning and safe systems.

Project control examples

Typical supporting evidence may include site access notes, RAMS briefings, PPE checks, photographs, toolbox talks, asbestos information, permits, welfare confirmations, client instructions and subcontractor competence records.

Tender assurance	Clarify known exclusions, access constraints, welfare provision, adjacent trades, permits, surveys and safety-critical assumptions.
Live works assurance	Keep zones tidy, communicate changes promptly, protect residents and visitors, and stop work if the agreed method no longer reflects the site.

9. PPE, COSHH, FIRE, WELFARE AND EMERGENCY ARRANGEMENTS



Generated emergency and reporting illustration representing first aid, response and learning.

Control area	Policy requirement
PPE expectations	Basic construction PPE normally includes safety footwear, high-visibility clothing and task-specific protection. Additional PPE may include gloves, eye protection, hearing protection, RPE, hard hats and specialist equipment.
COSHH control	Hazardous substances must be identified, assessed, stored, used and disposed of safely. Safety data sheets and COSHH assessments should be available where relevant.
Fire and first aid	Emergency arrangements must be suitable for the task and site. Escape routes, hot work controls, extinguishers, first aid and emergency contacts should be confirmed before work starts.
Welfare	Suitable welfare must be available, including toilets, washing facilities, drinking water, rest arrangements and cleanliness appropriate to the work.
Drugs and alcohol	Working under the influence, possession of illegal substances or misuse of substances that could impair safety is strictly prohibited. Medication that may affect safety should be raised confidentially.

Site-ready rule	
Every project should have clear answers for access, welfare, emergency response, first aid, fire, storage, waste, dust, PPE, adjacent trades and who has authority to stop work if the plan becomes unsafe.	
Emergency readiness	Know who to contact, where to go, what to do first and how to make the area safe.
Record and review	Incident, near-miss and emergency learning should be recorded proportionately and used to improve future controls.
Wellbeing awareness	Personnel should be encouraged to raise fatigue, stress, medication, welfare or other concerns where they may affect safety.

Practical emergency check

Before works start, confirm first aider route, nearest exit, emergency contact, assembly point, fire extinguisher need, vehicle access and whether any client-specific emergency procedure applies.

10. INCIDENTS, RECORDS, COMMUNICATION AND IMPROVEMENT

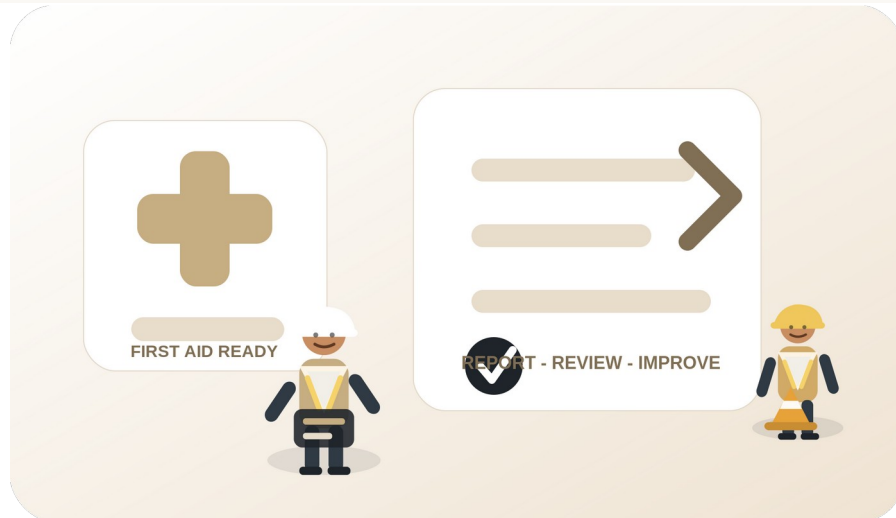
Incident stage	Action required
Immediate response	Make the area safe, obtain first aid or emergency assistance, protect others from further harm and notify the project lead or Director as soon as possible.
Record	Record what happened, who was involved, immediate actions taken, witnesses, photographs where appropriate and any relevant site conditions.
Investigate	Identify root causes, including planning, communication, competence, equipment, supervision, environmental conditions or changed scope.
RIDDOR assessment	Assess whether the event is reportable under RIDDOR. Seek competent advice if uncertain and keep a suitable record of the decision.
Corrective action	Apply improvements, brief relevant personnel, update RAMS where needed and check that actions are effective.

11. MONITORING, CONSULTATION AND REVIEW

Record / review type	Expected evidence
Site checks	Daily or periodic visual checks of access, housekeeping, exclusion zones, tools, PPE, welfare, waste and changed conditions.
Formal inspections	Recorded inspections where risk, client requirements, project scale or contractor duties require written evidence.
Training and competence	Induction records, toolbox talks, skills evidence, subcontractor records and specialist competency documentation where required.
Consultation	Workers and subcontractors should be encouraged to raise hazards, near misses, unsafe instructions and ideas for improvement.
Policy review	Annual review by the Director, or earlier after legal change, significant incident, new work type, tender feedback, client requirement or recurring inspection issue.

Related evidence

This policy is supported by project RAMS, risk assessments, COSHH assessments, toolbox talks, inductions, inspection records, accident reports, training records, subcontractor checks, equipment records, insurance evidence and client/site-specific documents where applicable.



Generated incident-response visual representing reporting, first aid and improvement.

12. DECLARATION AND ELECTRONIC APPROVAL

This policy is approved by Veraxus Ltd and applies across company operations. It is intended to support safe working, client assurance, tender readiness, internal governance and professional standards.

Application area	Approval meaning
Company governance	The policy sets the expected standard for how Veraxus Ltd manages health and safety risks during ordinary business and project activities.
Client and tender assurance	The policy may be issued to clients, advisers, contractors, portals and stakeholders as evidence of health and safety governance.
Operational use	Personnel should use this policy alongside project RAMS, site rules, induction information and task-specific controls.
Future improvement	The policy will be reviewed as systems, legal duties, tender requirements and operational risks develop.

Approval statement: 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 below is intended to authenticate and approve this document on behalf of the company.

Approval item	Detail
Name	Alex Stefan
Position	Director
Signature	Alex Stefan
Date	08 May 2026
Document status	Approved
Next review	08 May 2027, or earlier if required

Controlled document note

When issued externally, this policy should be treated as a controlled business document. Any future update should be issued as a replacement policy rather than by informal amendment to the signed approval page.

Final control check	Expected standard
Complete document	Issue the policy as a complete PDF so wording, approval and review information remain together.
No informal edits	Externally issued copies should not be altered without replacing the full controlled policy.
Review trigger	Review after material legal, operational, tender, incident, supplier or client-related change.
Responsible ownership	Directors retain overall responsibility for ensuring the policy remains suitable for company operations.

Completion note

This policy has been prepared as a formal, electronically approved document for controlled use by Veraxus Ltd.