



Health and Safety Policy Statement

This statement of policy, and the organisation and arrangements for its implementation, has been prepared to comply with section 2(3) of the Health & Safety at Work etc. Act 1974. Further arrangements for its implementation are detailed within, health & safety policy.

Health and Safety is a core value which will be set in context with all other business objectives, to ensure the health, safety and welfare of all Coombs and Partners employees and others who may be affected by the company's activities.

The company will treat the need to prevent accidents, injuries and ill health to employees and others affected by its work as a top priority. In doing so, it will ensure priority is given to the assessment of risk, health and safety planning, and to providing proper information, instruction, training and supervision in accordance with the relevant statutory provisions and industry best practice.

The Director(s) and Management of Coombs and Partners are committed to continuous review and improvement in health and safety performance, including implementing new guidelines and legislative requirements in its endeavour to achieve industry best practice. It is the responsibility of Coombs and Partners management and supervisory staff to ensure that this policy and its arrangements are implemented.

All employees and others working for Coombs and Partners are required to comply with this policy. In particular, by cooperating and carrying out activities safely, and in such a manner that does not intentionally or recklessly interfere with, or misuse, anything provided in the interest of health, safety or welfare.

Adequate resources, commitment and the participation of all employees will ensure the continuation and development of a positive health and safety culture.

Coombs and Partners policy is to take all reasonable steps to prevent work related accidents and ill-health, and to support the general health and well-being of its employees.

To implement this policy, Coombs and Partners will:

- Make sure that the causes of accidents and ill-health that may arise from its activities are, wherever possible, identified, understood, and either prevented or controlled.
- Manage health problems through early problem recognition and monitoring.

- Manage return to work after sickness certification and, wherever possible, support rehabilitation after prolonged illness; Provide employees with information and services to help them take personal responsibility for maintaining and improving their own health. change is one of the greatest challenges of our time.

A handwritten signature in black ink, appearing to read 'RJ Barwick', enclosed in a thin black rectangular border.

RJ Barwick, Managing Director

01 March 2024