



OCCUPATIONAL HEALTH AND SAFETY POLICY

KINETROL LTD

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Introduction

Kinetrol Ltd is committed to ensuring the health, safety, and welfare of its employees, contractors, and visitors. We recognize our legal and ethical responsibility to provide a safe working environment, prevent accidents, and promote overall well-being in accordance with UK health and safety laws.

Our Commitment

We pledge to:

- Comply with all relevant UK health and safety legislation, including the **Health and Safety at Work Act 1974**.
- Maintain a safe workplace by identifying, assessing, and managing risks.
- Provide appropriate training and resources to employees to enhance awareness and preparedness.
- Foster a safety-first culture by encouraging the reporting of hazards and incidents.

Roles and Responsibilities

- **Management:** Ensure policies are implemented, regularly reviewed, and enforced.
- **Employees:** Take reasonable care of their own health and safety and report hazards or concerns.
- **Health and Safety Representatives:** Monitor workplace safety, conduct inspections, and support compliance with regulations.

Risk Assessment and Hazard Management

- Conduct regular risk assessments to identify potential hazards.
- Implement control measures to eliminate or reduce risks.
- Maintain a structured process for reporting and investigating incidents.

Workplace Safety Measures

- Ensure safe handling and use of equipment.
- Maintain clean, orderly, and hazard-free workspaces.
- Provide personal protective equipment (PPE) where necessary.
- Establish emergency procedures, including fire safety and first aid provisions.

Employee Health and Safety

- Each Employee receives induction training to ensure they are aware of their working environment and any associated risks or hazards
- Regular updates are given to employees regarding changes to policy or requirements
- Promote work-life balance to enhance overall well-being within the working environment.

Reporting and Accountability

- Employees and contractors must report any unsafe conditions or incidents.
- Anonymous reporting mechanisms are available through our whistleblowing policy.
- Non-compliance with safety regulations will be investigated and addressed.

Policy Review

This policy will be reviewed annually to ensure effectiveness and compliance with evolving health and safety regulations.