

Health and Safety Policy Statement

Last updated: February 2024

Purpose

Integrated Water Services Ltd is committed to fulfilling both the moral responsibilities and the legal obligations arising out of common and statute law in respect of the health, safety, wellbeing and welfare at work of its employees.

IWS M&E also accepts responsibility for ensuring the Health and Safety of others, including the employees and customers of clients, contractors and other Group companies, as well as members of the public and any other persons who may be affected by the conduct of IWS M&E's business activities.

Policy Statement

We as the Board of Directors and Senior Managers, have made a commitment to ensure that the health, safety and welfare of our employees, subcontractors and the general public, is effectively managed to prevent harm and avoid accidents, injury and ill health.

We are committed to ensuring that, through the continual improvement and monitoring of our Health and Safety management systems, which form part of the integrated Quality, Environment, Safety and Health (QUENSH) Management System, we are in full compliance with the duties, and strive to exceed the requirements, of the Health and Safety at Work Act 1974 and all subsequent relevant legislation. To do this, IWS M&E have set a full programme of objectives and targets that are reviewed in line with this policy.

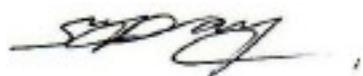
The IWS M&E Board of Directors assume overall responsibility for Health and Safety, promoting a positive culture of compliance and ensuring that it is understood that each employee has a duty of care to themselves and others around them with regards to Health and Safety. Daily responsibility for the implementation of the systems has been assigned to the IWS M&E QUENSH Manager.

IWS M&E will ensure as a minimum that it:

- Fully controls all risks relating to our operations.
- Eliminates hazards and reduces health & safety risks.
- Consults and participates with clients, contractors, employees and representatives on health, safety and wellbeing matters.
- Provides information and instruction on the safe handling and use of substances.
- Provides instruction, information, training and supervision for employees.
- Provides safe and healthy working conditions and will support our employee's mental health and wellbeing.
- Regularly reviews, re issues and communicates this policy statement.
- Reports, investigates and monitors all accidents, incidents, and high potential events, to create a learning environment that prevents a reoccurrence.

Therefore, it is the responsibility of the Managing Director signing this policy to monitor its implementation and IWS M&E overall health and safety performance.

This Health and Safety Policy Statement and the responsibilities and arrangements that support it will be reviewed at least annually or more frequently, where there have been significant changes to the company or the nature of the company's activities.



Simon Dray

Managing Director