

# ISO 45001 - 2018 HEALTH & SAFETY POLICY STATEMENT



## Mission Statement

Miniclipper is responsible and committed, at all levels, to meeting its responsibilities and ensuring through effective management, the health, safety and welfare of employees, sub-contractors and others who may be affected by work operations, viral conditions or mental health.

Miniclipper recognises the fact that health and safety have positive benefits and that commitment to a high level of safety makes good business sense. The approach to health and safety is based on the identification and control of risks and the Company will ensure that health and safety is fully integrated into the management and decision-making processes within the organisation and shall not compromise Health and Safety for other objectives.

All health and safety procedures offered to each Client shall be consistent, meet or exceed the Client's requirements as specified and conform to the Client's contractual requirements and those of all applicable regulatory or statutory authorities.

To ensure this, and to demonstrate the Company's commitment, Miniclipper has a fully documented Integrated Management System, the health and safety section of which is certified to ISO 45001, including documented procedures, standard forms, risk assessments, method statements, Site specific Business Continuity Plans for catastrophic or Viral epidemic/pandemic situations and toolbox talks.

Miniclipper recognises and conveys that health, and safety is the responsibility of everyone within the organisation and is not just a function of management and directors. Managers and Directors have specific duties and responsibilities to comply with the letter and spirit of Company policy. Employees have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities, actions and to co-operate with management in achieving the standards required.

## Health & Safety and Welfare impacts

Managing occupational health and welfare issues in our workplace means taking steps to promote the well-being of, and to prevent mental or physical illness and injury to, yourself and your colleagues. This can range from reducing stress and drawing up a drugs and alcohol policy to stamping out bullying and harassment.

All businesses are likely to face a range of occupational health and welfare issues. Our goal sets out the importance of tackling them and in turn implement systems that can help us do so. We have identified various types of occupational health risks faced in many workplaces and the specific risks found in particular sectors, through analysis and network collaboration.

Occupational health concerns aren't an optional extra – as an employer, we have a legal duty of care to our employees. In addition, taking occupational health seriously can bring a range of business benefits:

- lower absenteeism
- improved relationships with customers and suppliers
- improved productivity
- reduced staff turnover

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## Responsibility

The senior management firmly believes in and is committed to monitoring and improving Safety and Welfare performance, providing required training, and performing detailed analysis when required.

## Policy Aims

To sustain and improve where identified, a safe working environment and a healthy environment for all personnel, casual staff, contractors, and visitors. Also, to provide support, guidance, external professional provision to assist with cost, mediation and counselling.

## Our Commitment

Miniclipper ensures that health, safety and welfare management is an integral part of the manager's function and monitors their performance along with their other duties. To ensure staff commitment to the system, the Company endeavours to foster a culture of opportunity rather than blame and actively seeks suggestions for improvement. Through the IMS, the Company seeks continual improvement in areas such as prevention of accidents, viral infection, employee welfare, customer satisfaction, cost reduction and increased efficiency via internal audits, corrective and preventive actions, ongoing training, and promotion of cultural safety.

The Company is also committed to providing adequate resources (finance, training, equipment, and documentation) for the efficient execution of the Miniclipper Health & Safety Procedures and maintains a high level of internal and external communication.

The free access to the Safety reporting system "Riskex Portal" is available at all our sites, for anybody to enter hazards or access Risk Assessments at any time. The availability of this tool is to reinforce our commitment to safety by empowering people to report concerns.

Regular audits and the periodic reviews by management constantly monitor the health and safety system (including this Policy Statement) to ensure its continued suitability. Should any contract be subject to a specialised health and safety plan it shall only be adopted, after consultation, if equal to or exceeding the requirements of Miniclipper's own health and safety procedures, or at the express wish of the Client.

Regular audits and the periodic reviews by management constantly monitor the health and safety system (including this Policy Statement) to ensure its continued suitability. Should any contract be subject to a specialised health and safety plan it shall only be adopted, after consultation, if equal to or exceeding the requirements of Miniclipper's own health and safety procedures, or at the express wish of the Client.

A handwritten signature in black ink, appearing to read "Peter Masters", written over a horizontal line.

Signed

**Peter Masters – Managing Director**

**Last review: February 2025   Next review: February 2026**

