

## Health and Safety Policy Statement

Tennants accepts its responsibilities under the Health and Safety at Work Order 1978 / Safety, Health and Welfare at Work Act 2005 and other relevant legislation and it is our policy to do all that is reasonably practicable to ensure the health, safety and welfare of employees whilst at work, customers, independent contractors, agency contractors and those who may be affected by the company's activities.

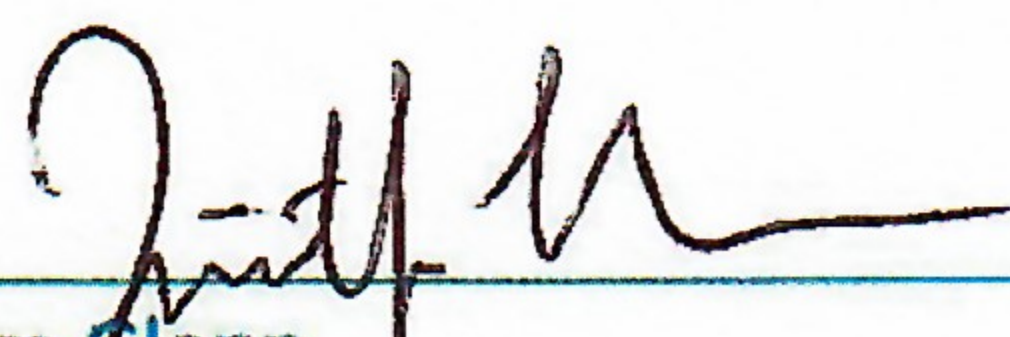
It is the policy of Tennants to operate the Health and Safety Management System ISO45001: 2018.

The company accepts, so far as is reasonably practicable, its duty to ensure the following objectives:

- To provide and maintain a safe place of work, safe systems of work, safe equipment and a healthy and safe working environment.
- To ensure that risks are identified and controlled so that both employees and interested parties can be protected from danger
- To ensure that hazards are identified and regular assessments of risks are undertaken to reduce risks.
- To provide information, instruction and training as is necessary to ensure employees' competence.
- To promote the awareness of health and safety and encourage health and safety best practice throughout the organisation.
- To ensure it are taking the appropriate protective and preventative measures to prevent work related injury and ill health.
- To ensure that we have access to competent advice and are able to secure compliance with our statutory duties.
- To be committed to consultation and participation of workers.

We will provide sufficient resources including time and finance to achieve these objectives. We are confident that the importance of these objectives will be recognised by all employees and others concerned, and that each and every individual will co-operate responsibly in the sustained efforts necessary to attain them.

The policy will be kept up to date, particularly as the company changes in nature and size. To achieve this the policy and the way in which it is operated will be reviewed annually.

  
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Tim Glenn  
Managing Director

30/06/2023  
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Date