



Occupational Health, Safety and Wellbeing Policy

Health, Safety and Wellbeing Policy Statement

Highway Care Ltd is committed to achieving the highest standards of health, safety, and wellbeing throughout our business, recognising the equal importance of both physical and mental health of our employees.

Our commitment extends to others who may undertake work on our behalf and those who may be affected by our activities. We will therefore, as a minimum, comply with all relevant occupational health and safety legislation along with other standards or compliance requirements to which we subscribe.

We consider the management of health, safety, and wellbeing to be integral to the good management of our business and we are fully committed to the continual improvement of our health, safety, and wellbeing performance. To assist us in achieving our goal we have implemented an Occupational Health and Safety Management System (OHSMS) to meet the requirements of ISO 45001:2018, which is audited by a UKAS registered certification body.

We will, so far as is reasonably practicable, commit to:

- Providing adequate control of health and safety risks for employees, non-employees and third parties arising out of our work activities and will maintain healthy and safe working environments.
- Identifying and implementing mitigation measures for all our health, safety and wellbeing risks associated with our work.
- Eliminating incidents, injuries, and cases of occupational ill-health with our goal to ensure everyone goes home safe and well at the end of day.
- Providing safe plant, equipment and facilities ensuring that they are maintained in accordance with the manufacturer's instructions or industry best practice.
- Ensuring the safe handling, transportation, and use of substances in the workplace.
- Ensuring the competency of our employees, and others under our control, to undertake the work required of them and to provide suitable and sufficient training, instruction, and supervision.
- Consulting with our employees on all matters of their health, safety, and wellbeing along with encouraging the inclusion of employees at all levels in support of this policy and the OHSMS objectives.
- Ensuring that employees work safely and are competent to do so, considering their level of responsibility and authority.
- Communicating this policy and its arrangements to all our employees.
- Promoting health, safety, and wellbeing in the workplace to create a positive health and safety culture.
- Considering equality or diversity issues where they could affect the implementation of this policy.
- Ensuring that adequate resources are available to effectively manage health, safety, and wellbeing within the business, and providing the appropriate procedures to support this.
- Maintaining our OHSMS and its certification to ISO 45001:2018 to facilitate the implementation of this policy.
- Continual improvement of the OHSMS through the Non-Conformance and Opportunity For Improvement process, considering the needs of internal, supplier and customer stakeholders.

Signed

Name STEVEN BURT

Date 5 February 2025

Position

Managing Director