

ENERGETICS GROUP LIMITED

POLICY DOCUMENT: HEALTH AND SAFETY POLICY

DOCUMENT STATUS

This is a controlled document. Whilst this document may be printed, the electronic version posted on the intranet is the controlled copy. Any printed copies of this document are not controlled.

As a controlled document, this document should not be saved onto local or network drives but should always be accessed from the intranet.

1. GENERAL

- 1.1. Energetics Group Limited (“Company”) design and build electricity, gas and water utility infrastructure at residential and commercial property sites. The Company is fully licensed to own and operate the gas and electricity networks it installs.

2. POLICY STATEMENT

It is the Company's Policy to maintain and continually improve a documented and independently accredited Safety Management System complying with the requirements of both HS(G) 65 “Successful Health and Safety Management” and BS OHSAS 18001:2007. In order to achieve this the Company is committed to:

- 2.1. Delivering safely, on time, to budget and demonstrating a high standard of skill and care in everything that we do whilst ensuring always that due and appropriate consideration is given to the needs and concerns of our various stakeholders.
- 2.2. Setting an example of leadership in health and safety management by promoting a positive safety culture, providing a safe place of work, safe systems of work and safe plant and equipment, effectively controlling the health and safety risks to staff, contractors and the general public, so far as it is reasonably practicable to do so.
- 2.3. Compliance with Health and Safety Legislation, approved Codes of Practice and industry recognised guidelines. Setting and reviewing at Board level in conjunction with the Company’s professional health and safety advisers, health and safety objectives and targets, accident investigations and audit programmes to facilitate continual improvement.
- 2.4. Consulting with staff and providing appropriate information, instruction and training to ensure all staff and contractors are aware of their health and safety obligations. Undertaking an ongoing programme of occupational health surveillance and ensuring that enough resource is allocated as required for the implementation of this Policy.
- 2.5. Communicating this Policy to staff, contractors, customers, the general public and other interested parties.

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3. SCOPE

3.1. The Company and all related subsidiary undertakings are within the scope of this document. We expect the same high standards from all our contractors, suppliers and other business partners.

4. DEFINITIONS

4.1. Unless a contrary intention is evident, or the context requires otherwise, words or expressions contained in this document shall have the same meaning as set out in the Articles of Association of the Company and the following defined terms shall have the specific meanings given to them below:

- Board means the Chairperson, Executive Directors and Non-executive Directors of Energetics Group Limited.
- Chairperson means a Member of the Board who is appointed pursuant to article 11 of the Company articles of association.
- Chief Executive Officer means a Member of the Board who is appointed pursuant to article 20.1 of the Company articles of association and so designated.
- Company means Energetics Group Limited.
- Committee means a committee appointed by the Board, which reports to the Board.
- Employee means a person paid via the payroll of the Company, or for whom the Company has responsibility for making payroll arrangements, but excluding Non-executive Directors.
- Executive Director means a Member of the Board who is appointed pursuant to article 20.1 of the Company articles of association.
- Non-executive Director means a Member of the Board who is appointed pursuant to article 20.2 of the Company articles of association.
- Policy means this policy document.
- Company Secretary means the person who is appointed pursuant to article 72 of the Company articles of association.

5. ROLES AND RESPONSIBILITIES

5.1. The Chief Executive Officer has overall responsibility for maintaining the corporate governance framework of the Company, including this document.

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5.2. The Company Secretary has responsibility for:

- 5.2.1. Publicising the existence of the corporate governance framework and all associated controlled documents;
- 5.2.2. Ensuring all corporate governance framework documents, policy documents and Committee terms of reference are published on the intranet;
- 5.2.3. Maintaining a register of all corporate governance framework documents, policy documents and Committee terms of reference;
- 5.2.4. Ensuring all corporate governance framework documents, policy documents and Committee terms of reference are reviewed no later than their agreed review date.

6. DISTRIBUTION AND IMPLEMENTATION

6.1. Distribution Plan

- 6.1.1. This document will be made available on the Company intranet and internet site.
- 6.1.2. A global communication will be issued to all Employees notifying them of the release of this document.

6.2. Training Plan

- 6.2.1. A training needs analysis will be undertaken with Employees affected by this document.
- 6.2.2. Based on the findings of that analysis appropriate training will be provided as necessary.

7. MONITORING

7.1. Compliance

- 7.1.1. Compliance with this document will be monitored by the Risk and Compliance Committee.
- 7.1.2. This policy will be reviewed annually.

8. ASSOCIATED DOCUMENTATION

- 8.1. Not applicable.

9. REFERENCES

- 9.1. None.

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APPENDIX 1**VERSION CONTROL TRACKER**

Version Number	Date	Author Job Title	Status	Comments
V00.01	28/11/2018	Chief Executive Officer	Draft	First draft for comment
V00.02	06/12/2018	Chief Executive Officer	Draft	Second draft for comment
V00.03	28/01/2019	Chief Executive Officer	Draft	Comments from SM/JR
V01.01	05/02/2019	Chief Executive Officer	Final	Final version agreed

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