



## Occupational Health & Safety (OH&S) Policy Statement

The Directors of Thermal Hire Ltd (The Company) are convinced that the control of all safety and environmental aspects arising from our work is an essential feature of an efficient and safe operation. The fulfilment of these responsibilities is accorded equal priority with that of the Company's other statutory duties and its internal policies and objectives. The Company has established and maintains a Health and Safety Management System consistent with the requirements of BS EN ISO 45001:2018 for all provisions in the delivery of the health, safety, welfare and environmental aspects arising from our operations.

The Health and Safety System documents the disciplined procedures that statutory and regulatory requirements demand. Thermal Hire acknowledges and accepts its legal responsibilities for securing the health, safety and welfare of all its employees, of sub-contractors working on its behalf and all others affected by our activities. We recognise and accept the general duties imposed upon the Company as an employer under the Health and Safety at Work Act 1974 and subsequent health and safety regulations appertaining to its operation. We are aware of our legal and other requirements and will, at least, comply with them.

A copy of this OH&S Policy Statement is included in the induction procedure for all new personnel to ensure that employees understand that health and safety is the responsibility of everyone in the organisation.

Thermal Hire seeks to continually improve all aspects of the health, safety and welfare of its employees and others by establishing a policy of continual improvement.

In pursuance of the above, it is our policy to: -

- Take all reasonable steps to provide and maintain a safe and healthy working environment for Thermal Hire employees and any members of the public who may be affected by our activities.
- Safeguard visitors to all areas within the Management's control, and any member of the public who may be affected by our activities.
- To ensure adequate welfare facilities are provided for Thermal Hire employees and visitors.
- Take all reasonable measures to prevent accidents, incidents, near misses and ill health arising to any persons affected by our undertakings and to continually monitor and investigate occurrences.
- Take all reasonable measures to minimise accidental damage to property, machinery and plant.
- Conduct our undertakings in such a manner that minimises any possibility of an environmental incidents occurring.
- To continuously eliminate or reduce risks through effective Risk Assessment, careful selection and design of facilities, equipment and processes and the use of physical control measures.
- Ensure suitable arrangements are put into place for compliance with health and safety legislation along with effective planning, development, and review of this Policy and Management System by devoting the necessary resources in the form of finance, equipment, personnel, and time.
- To set objectives and programs to achieve continual improvement in all health, safety and environmental matters.
- Provide such information, instruction, training, and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of all employees and the prevention of environmental incidents.
- Consult the workforce, where practicable, in aspects of health, safety & welfare and solicit their co-operation and assistance to create a safe working culture.



It is the duty of all Thermal Hire Ltd Senior Personnel to ensure that health, safety and environmental matters are fully considered when undertaking our activities, or when changing company processes or procedures. Such staff are also responsible for ensuring that employees are adequately trained and made fully aware of hazards in their departments and also of Regulations and Codes of Practice pertaining to health, safety and environmental issues.

It is also the duty of all employees in authority to ensure that the necessary safety precautions are taken, and that the necessary safety instructions are given.

Notwithstanding these duties, it is also recognised that all employees have a responsibility for their personal safety and also a duty of care to their fellow employees.

Thermal Hire expects its employee's to conform to the following responsibilities: -

- The duty to comply with any safety instructions and directions laid down.
- The duty to use properly, the means and facilities provided for safety and health at work.
- The duty to refrain from the wilful misuse or interference with anything provided in the interests of health, safety and welfare, and any action that might endanger any person.
- The duty to demonstrate an environmental awareness and follow all Thermal Hire instructions and procedures designed to prevent an environmental incident.
- To communicate any perceived unsafe work practice or threat to the health and safety of the individual or others.
- To participate in the development, planning, and implementation of the OH&S Management System and communicate any continuous improvement opportunities.

On a regular basis this OH&S Policy Statement and objective outcomes are reviewed and monitored for their ongoing effectiveness.

As a Director of Thermal Hire Limited the Health and Safety Management System has the full support of the Board of Directors.

Director Signature:

B.Riley

Date: 12<sup>th</sup> November 2024.  
Thermal Hire Ltd.