

## HEALTH SAFETY, WELLBEING & WELFARE

### POLICY STATEMENT OF INTENT

Quantum Controls Ltd believes that high standards of health, safety, wellbeing and welfare management are an essential part of good business practice.

Quantum Controls Ltd recognises its responsibilities to all its employees (and also to others who might be affected by its activities) in accordance with The Health & Safety at Work etc Act 1974, The Management of Health & Safety at Work Regulations 1999 and other applicable legislation.

Quantum Controls Ltd will endeavour to conduct its operations, so far as is reasonably practicable, in a manner which recognises the health, safety, wellbeing and welfare needs of employees and / or other persons likely to be affected. In order to work towards this objective, Quantum Controls Ltd will focus on: -

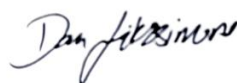
- a. A safe place of work and access / egress.
- b. A safe working environment and adequate welfare facilities.
- c. Safe plant, equipment and vehicles.
- d. Safe handling, storage, transport and maintenance of articles and substances used at work.
- e. Necessary information, instruction, training and supervision.

Furthermore, the involvement and support of our employees will be encouraged, as we believe this to be the most effective means for securing our Health, Safety & Welfare strategy.

The allocation of duties in this policy is set out in Section 3 and the detailed arrangements are in Section 4.

This policy will be reviewed as often as is necessary to ensure it keeps abreast of current legislation, continues the management of health and safety to help reduce accidents and promotes a health and safety culture etc.

**Signed (Managing Director)**

A handwritten signature in black ink, appearing to read "Dan Filasimov".

**27<sup>th</sup> January 2025**

Date of next review:

January 2026

## BEHAVIOURAL HEALTH SAFETY, WELLBEING & WELFARE

### POLICY STATEMENT

Quantum Controls Ltd has implemented a behavioural safety programme which is founded on the belief that behaviour turns systems and procedures into reality. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work-related skill.

Our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour. It is estimated that up to 90% of workplace injuries are caused by unsafe behaviour. Quantum Controls Ltd. will operate a number of initiatives to support a reduction in this type of incident.

- Visible health and safety leadership is invaluable and, as such, Site Supervisors and Site Managers will be trained in behavioral safety techniques through attending courses such as safety passport and other industry training.
- All employees will receive on-going training to recognise both safe and unsafe practices and are encouraged to stop unsafe activities and suggest improvements to working methods through attending on site Team Briefs, Toolbox talks and other industry training.
- Through our Internal Reporting System, Suggestion Boxes and email all employees will have the opportunity to make suggestions, provide feedback and voice concerns on site safety issues.
- The Quantum Controls Ltd Senior Managers are strongly committed to an 'Open Door' management style and operatives are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Operatives will receive feedback on their safety performance on site and actions resulting from their suggestions through a regular Newsletter.
- A NCR (Near Miss) reports would be raised, where operatives are found to be ignoring Safe Systems of Work, not wearing the required PPE for the task that they are carrying out, or not working in accordance with the work instructions etc.

Quantum Controls Ltd will periodically assess the strength of its safety culture using the findings from 3<sup>rd</sup> party accreditation audits, advice from our retained HSQE advisor and findings from our ISO 45001:2023+A1:2024 external audit.

**IF YOU DON'T THINK IT'S SAFE, DON'T DO IT.**

Challenge and report site managers or operatives that disregard safety instructions and procedures (you can remain anonymous).

Safety procedures, instructions, equipment, and tools have been provided to keep you safe! - following them will give you the best chance of doing a job safely.

**Signed (Managing Director)**

A handwritten signature in black ink, appearing to read "Dan Johnson".

**27<sup>th</sup> January 2025**

Date of next review:

January 2026

A large, light green watermark of the Quantum Controls logo is centered on the page. It consists of the word "QUANTUM" in a large, bold, sans-serif font above the word "CONTROLS" in a smaller, all-caps sans-serif font, with a green circular graphic element surrounding the text.