

3.4 Aerco's Health & Safety Policy

The Managing Director has ultimate authority and responsibility in relation to the health and safety topics and through the Directors and Management team, is responsible for:

- assessing the risk to the health and safety of employees and others who may be affected and
- identifying what measures are needed to comply with our health and safety obligations
- providing and maintaining a healthy and safe workplace, with equipment and systems of work that are safe and without risks to health
- ensuring all necessary safety devices are installed and maintained on equipment
- providing information, instruction, training and supervision in safe working methods and procedures
- promoting the co-operation of employees to ensure safe and healthy conditions and systems of work by discussion and effective joint consultation
- establishing emergency procedures as required
- monitoring and reviewing the management of health and safety at work
- keeping the health and safety policy under review and making any revision it deems necessary, bringing such revisions to the attention of employees.

This policy requires the full co-operation of all employees, who are expected to give all possible assistance to its successful implementation, taking reasonable care for their own safety and that of others.

To achieve this end, employees must:

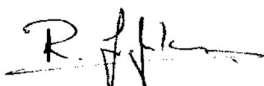
- comply with any safety instructions and directions issued by the company
- take reasonable care for their own health and safety and the health and safety of others (e.g. other employees, contractors, customers, workmen, etc.) who may be affected by their acts or omissions at work, by observing safety rules which are applicable to them (including but not limited to our alcohol and drug policies)
- co-operate with the Directors and Managers to ensure that the aims of the health and safety policy statement are achieved and any duty or requirement imposed on the business by or under any of the relevant statutory provisions are complied with
- report and co-operate in the investigation of all accidents or incidents that have, or may lead to injury
- use equipment or protective clothing provided in accordance with any training received
- report any potential risk or hazard or malfunction of equipment to the appropriate authority

Any failure to comply with any aspect of the company health and safety procedures, rules or duties specifically assigned to the employee relating to health and safety may be viewed by the business as misconduct which will be dealt with under the terms of the company's disciplinary procedure.

Although the final level of responsibility for ensuring health and safety at work lies with the Directors, each employee also has a responsibility for their own health and safety and that of others.

All employees are responsible for the implementation of the health and safety policies in their work areas and must observe all safety rules and co-operate with the Directors and Managers to achieve a healthy and safe workplace to take reasonable care of themselves and others.

Signed:



R Laughton – Managing Director

Date: 23/04/2025 (reviewed annually)