

## Health and Safety Policy

Section 2(3) of the Health and Safety at Work Act 1974 requires each employer to prepare, and when appropriate to revise, a written statement of general policy with respect to health and safety at work of its employees, and the organisation and arrangements in force for carrying out the policy, and to bring the policy statement to the notice of all employees and interested parties.

Onnec Group are a provider of IT infrastructures, and associated services and has a policy to perform work in the safest practical manner, consistent with good practice. Onnec Group recognises and accepts responsibility as an employer for providing a safe and healthy workplace and working environment for all its employees and any others who may be affected by its operations.

The company will take all reasonably practicable steps to meet their obligations and will pay particular attention to:

- \* Providing appropriate finances and resources for the implementation and management of Health & Safety.
- \* Plant, equipment and the provision of safe systems of work.
- \* Maintain equipment in good working order at all times where practicable.
- \* Safe arrangements for the operation of all its sites of work.
- \* Safe arrangements for the use, handling, storage and transport of articles and substances.
- \* Sufficient information, instruction, training and supervision to enable all employees to avoid hazards and contribute positively to their own safety and health at work.
- \* A safe place to work and safe access to it.
- \* A healthy working environment and adequate welfare facilities.
- \* The safety of trainee's, young employees and expectant mothers.
- \* Support the mental health and wellbeing of all employees.
- \* Continually strive to improve occupational health & safety performance.

As part of the wider Health & Safety at work policy Onnec Group aims to avoid incidents involving road users, particularly with those who may be more vulnerable and requiring extra consideration. In urban areas, it is important drivers are aware of and understand the issues faced by cyclists, motorcyclists and pedestrians, children, the elderly and disabled people.

Onnec Group takes all reasonable steps to prevent serious road incidents occurring. A number of control measures have been identified and are communicated as part of this policy. The key objectives of the Vulnerable Road User Policy are to:

- To promote a culture of road safety and exercise a 'duty of care'
- Avoid distress and trauma of a serious incident to both victim and the driver
- Avoid financial and reputational risks associated with an incident

Identified risks and the approaches taken to reduce them will be monitored and reviewed periodically to ensure maximum effectiveness.

The company will also ensure that those responsible for the carrying out of health and safety duties will be provided with such assistance as is necessary to carry out their line management duties.

The company requires that all employees understand that they have a safety obligation to each other and to other persons and property. These obligations can only be met if they are prepared to carry out their jobs in a safe and proper manner, and to use safety equipment and facilities provided by the company. Employees who become aware of dangerous or unsafe working conditions must stop working and report these immediately to their line manager.

All employees are to be aware that in the event of any conflict between the demands of service provision and safety, they will receive the support of the company if they reasonably choose the safety of employees or third parties as the priority.

Compliance team will visit sites and depots from time to time to assist in achieving the objectives of the Company's policy. Management will ensure that all staff employed at their locations are trained properly in safety matters and are fully conversant with Company policy.

A copy of this statement will be issued to all employees. It will be reviewed annually as a minimum or as change occurs, furthermore an annual review of Health & Safety will take place with Senior Managers and documented accordingly.

It is the Company's policy to continually monitor the progress made for providing for the safety, health and welfare of its employees. Where exceptional circumstances occur (such as Pandemics) the senior team will regularly review and monitor fluid situations and advise in the best interest of its employees health, safety and wellbeing.

It is the policy of the company to adhere so far as is reasonably practicable to the Health and Safety at Work Act 1974, other relevant health and safety regulations and codes of practice.