

Health and Safety Policy Statement v3

1. Upskill Services Ltd recognises that it has a total commitment to the prevention of exposure and protection of employees, apprentices' and stakeholders and others from health and safety risks resulting from our operations will be achieved through suitable selection, management, control and continual improvement of our personnel, materials, activities, and utilisation of equipment/resources.
2. Management of health and safety will be the responsibility of every employee irrespective of position, and support for the organisations health and safety policy and systems will be achieved through a companywide focus on health and safety issues with equal priority to our other core activities.
3. The organisations arrangements for health and safety management are to ensure compliance with legislative and stakeholder requirements as well as continual sustainable improvement which will be achieved through:
 - a. Documented procedures of the health and safety plan identifying the stages of progression to achieve continual improvement in compliance with legislative and stakeholder requirements and attainment of a positive health and safety culture.
 - b. Training and support for the management team to allow for the introduction of policies, procedures, and risk assessments to ensure suitable and sufficient controls are introduced in accordance with the health and safety plan.
 - c. Introduction and maintenance of systems and procedures in line with all current legislative and stakeholder's requirements which is documented and communicated through the health and safety register which will be maintained and updated in line with the introduction and amendment of legislation.
 - d. Ensuring all risks are prevented where practicable or alternatively controlled to reduce the likelihood and severity of accidents or ill health.
 - e. Effectively communicating this policy throughout the organisation and making it available to interested parties as appropriate.
4. Upskill Services Ltd will monitor and review its health and safety performance through the documentation and communication of both reactive and proactive key performance indicators which will be used to identify areas of continual improvement and reported for discussion in management review meetings.
5. The organisation objective and vision are to continually reduce its potential health and safety implications to its employees, apprentices, and other stakeholders.