

Health, Safety & Wellbeing Policy

1. Purpose

The purpose of this policy is to define Prime Atlantic Group's (PAG) commitment to providing physically and psychologically safe and healthy working environments for all employees across PAG and its subsidiary companies, including Bedford Electrical Ltd and Factotum Eng Services Ltd, as well as for our subcontractors, service providers, and stakeholders.

This policy sets out the framework for achieving continual improvement in health, safety, and wellbeing performance through effective leadership, consultation, training, and proactive risk management.

Our Mission, Vision and Values guide everything we do. We believe that health, safety and wellbeing are fundamental to our success, the wellbeing of our people, and the sustainability of our business.

2. Scope

This policy applies to all employees of Prime Atlantic Group and its subsidiary companies (Bedford Electrical Ltd and Factotum Engineering Services Ltd), including contractors, agency workers, suppliers, consultants, clients, and visitors involved in or affected by our operations. It covers all workplaces, sites, offices, and activities under PAG's control, including work undertaken on client premises and any off-site activities carried out on behalf of the company.

3. Associated Documentation

PAG_SHEQ_PCY_001 Quality Policy
PAG_SHEQ_PCY_003 Health, Safety & Wellbeing Arrangements
PAG_SHEQ_PCY_004 Environmental Policy
PAG_SHEQ_SOP_005 Accident and Incident Reporting Procedure
System Management Matrix - Aspects and Impacts Register

4. Commitment

Safety and health are non-negotiable core values at PAG. We will not compromise safety to achieve commercial, financial, or operational objectives. Incidents are unacceptable barriers to our mission, our values, and our people's wellbeing. The prevention of incidents is the cornerstone of our health and safety philosophy.

We believe that building an integrated culture of safety and health is essential to sustainable business practices, whether at work, at home, or within our communities. This will be achieved by:

- a) Placing safety, health and wellbeing at the core of our operations and decision-making.
- b) Demonstrating visible leadership and commitment from the Senior Leadership Team in all activities.
- c) Providing the structure, systems, and resources required to support this policy and its implementation.
- d) Establishing, implementing, and maintaining a Health, Safety & Wellbeing Management System that meets the requirements of ISO 45001, drives continual improvement and ensures legal compliance.
- e) Setting and reviewing specific, measurable, attainable, relevant, and time-based (SMART) health, safety, and wellbeing objectives and targets.
- f) Ensuring leaders at all levels model safe behaviours, apply effective risk management and are accountable for health and safety performance.
- g) Using technology, innovation, and design to eliminate or control risks in materials, equipment, processes, and systems.
- h) Providing safe and healthy workplaces that prevent incidents, injuries, ill health, and loss.
- i) Promoting active engagement, consultation, and communication on health and safety matters with all employees, subcontractors, service providers, and stakeholders.

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- j) Ensuring all employees and supply chain partners receive the information, instruction, training, and support necessary to work safely and responsibly.
- k) Providing access to competent health, safety, and wellbeing advice across the organisation.
- l) Recognising and celebrating achievements that demonstrate leadership and excellence in safety, health, and wellbeing.
- m) Expecting all employees to take personal responsibility for their own safety and that of others, contributing to our shared goal of an incident-free workplace.

5. Responsibilities

Directors and Senior Management:

Provide leadership, ensure compliance with health, safety, and wellbeing requirements, and promote a culture where safety is prioritised across all operations.

Line Managers:

Implement health, safety, and wellbeing measures within their teams, conduct regular inspections and risk assessments, and address any unsafe acts or conditions promptly.

All Staff:

Take personal responsibility for their own safety and that of others, follow safe systems of work, report hazards, incidents, or wellbeing concerns and actively participate in safety initiatives and training.

Health, Safety & Wellbeing Department:

Provide advice, training, and monitoring to support compliance, drive continual improvement and ensure that the Health, Safety & Wellbeing Management System remains effective and aligned with ISO 45001.

6. Review

This policy will be reviewed annually to ensure its continuing suitability and alignment with the Prime Atlantic Group's strategic direction, Mission, Vision, and Values. If no changes are required during the review, the policy will be confirmed and remain as the current version.