

Morvern Group Limited

Health and Safety Policy

1. Purpose

Morvern Group Limited is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and stakeholders. We believe that all accidents, incidents, and ill health are preventable, and we will take proactive measures to ensure the safety and well-being of everyone involved in our operations.

2. Scope

This policy applies to all employees, officers, directors, agents, consultants, contractors, and any other third-party representatives of Morvern Group Limited. It extends to all business dealings and transactions in every country in which we operate.

3. Policy

It is the policy of Morvern Group Limited to:

- **Comply with all relevant health and safety legislation** and standards to ensure a safe working environment.
- **Promote a culture of health and safety** within the company, encouraging employees to take personal responsibility for their safety and the safety of others.
- **Provide adequate training and resources** to ensure employees are competent to perform their tasks safely.
- **Identify hazards, assess risks, and implement controls** to mitigate those risks to an acceptable level.
- **Maintain safe and healthy working conditions**, including proper maintenance of equipment and facilities.
- **Investigate all accidents, incidents, and near misses** to identify root causes and prevent recurrence.
- **Continuously improve our health and safety performance** through regular review and improvement of our policies, procedures, and practices.

4. Responsibilities

- **Directors:** The Board of Directors has overall responsibility for ensuring this policy complies with legal and ethical obligations and that all those under our control comply with it.
- **Management:** Ensure compliance with all relevant health and safety legislation and company policies. Provide leadership and resources necessary to implement and maintain the health and safety policy. Promote a positive health and safety culture within the company. Ensure that health and safety objectives are set, monitored, and achieved.

- **Team Leaders:** Ensure that work is carried out in accordance with company health and safety policies and procedures. Identify hazards and assess risks associated with work activities. Ensure employees are trained and competent to perform their tasks safely. Report and investigate accidents, incidents, and near misses.
- **Employees:** Take personal responsibility for their own health and safety and the safety of others. Comply with all health and safety policies, procedures, and instructions. Report hazards, unsafe conditions, and incidents to their supervisor. Participate in health and safety training and initiatives.

5. Training, Implementation & Communication

Morvern Group Limited will:

- Develop and maintain a comprehensive health and safety management system.
- Provide training and resources to ensure employees understand and can fulfil their health and safety responsibilities.
- Conduct regular health and safety inspections and audits.
- Engage employees in health and safety initiatives and decision-making processes.
- Monitor and review health and safety performance and implement improvements as necessary.

Morvern Group Limited will ensure that this policy is communicated to all employees, contractors, visitors, and stakeholders. It will be available on our company intranet, displayed in common areas, and included in employee handbooks and induction materials.

6. Monitoring & Review

This policy will be reviewed annually or whenever there are significant changes in our operations, legislation, or other relevant factors. The review process will ensure the policy remains relevant, effective, and aligned with best practices and legal requirements.

7. Conclusion

Morvern Group Limited is committed to the health and safety of all individuals involved in our operations. Through effective management, continuous improvement, and active participation, we will maintain a safe and healthy working environment for everyone.

By order of the Board,
Jason Steen

Chairman of the Board
Morvern Group Limited