

HEALTH AND SAFETY POLICY

CMC Partnership Consultancy Ltd ('CMC') places primary importance on the prevention of injury and ill health. It is the company's objective to provide and maintain a safe, healthy and sustainable working environment for CMC staff and authorised third party visitors who conduct business at company controlled premises.

CMC seeks to continually improve its health and safety management system as part of its governance processes to ensure the company is compliant with all relevant health and safety legislation and that it meets the contractual requirements of its customers and other requirements the company subscribes to.

To meet its health and safety commitments CMC will work towards:

- Providing and maintaining a safe place of work, to include buildings, plant, equipment, services and systems of work;
- Ensuring the safe use, handling, storage and transport of articles and substances;
- Ensuring that appropriate safety information, instruction and supervision are provided;
- Providing adequate staff training to ensure employees are competent to carry out their duties;
- Ensuring that appropriate measures are taken to safeguard the health and safety of other parties visiting company controlled premises;
- Implementing risk assessments, identifying hazards and putting procedures in place to eliminate, or where this is not reasonably practicable, controlling hazards to provide a safe and healthy business working environment;
- Preventing accidents and cases of work-related ill health;
- Ensuring staff are aware of health and safety issues whilst working at non CMC controlled locations, including lone working arrangements, taking responsibility for assessing their personal risk and requesting management assistance as required;
- Ensuring staff are not subjected to stress, providing a supportive organisational structure and whistle blowing policies so issues and concerns can be reported and acted positively upon;
- Consulting with CMC workers on matters affecting their health and safety, involving staff within site health and safety teams and internal audits;
- Reviewing incidents and revising this policy at regular intervals in regard to the company's health and safety management system and compliance requirements to deliver continuous improvement.

All staff and visitors have a duty of care to themselves and to others to ensure a safe working environment is provided at all times within company controlled business premises, customer and supplier business environments. Individuals are requested to inform their Manager and /or the Business Assurance Manager of

incidents, potential incidents, other issues, concerns or suggestions to support continual improvement and to help avoid accidents.

This policy will be reviewed at least annually and will form the basis of all future environmental improvements.

Policy approved by the H&S Management Team, Senior Leadership Team & Board of Directors, CMC Partnership Consultancy Ltd, October 2018