



Health and Safety Policy Statement

I, Charles Aris, Chief Executive Officer of Tower Supplies, recognise that the Health & Safety of our employees is of the utmost importance. Therefore, I aim to 'so far as is reasonably practicable' provide and maintain safe and healthy working conditions, equipment and safe systems of work for all our employees and non-employees affected by our undertaking.

Responsibilities:

The overall responsibility for company Health & Safety is vested in me by my appointment as Chief Executive Officer. I also accept my responsibility for the Health and Safety of other persons/non-employees who may be affected by our activities.

The allocation of specific duties for Health & Safety matters, the identification of competent persons appointed with responsibilities, and the arrangements made to implement this policy have been documented.

Expert advice will be sought as necessary when determining Health & Safety risks and the measures required to control them.

Policy:

The ethos of the company is to develop, maintain and continually improve our ability to eliminate or minimise risks to prevent injury and ill-health; to meet expectations of employees, shareholders, customers and suppliers, and to satisfy legal and other requirements. We prefer to trade with suppliers who share our company ethos. This Health and Safety policy is evaluated as part of the overall review of the Health and Safety Management System to ensure its stated objectives are met.

We aim to ensure:

- We establish and maintain a Health and Safety Management System which satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practice and any other customer specific requirements.
- To maintain workplaces to ensure that they are safe and without health risks, including means of access and egress, with adequate facilities and arrangements for employees' welfare.
- To provide and maintain working environments and safe systems of work for employees that are safe and free from health risks.
- To provide and maintain equipment and operational controls that prevent injury and ill health.
- To consult with our employees on issues relating to health and safety, as part of developing a positive health and safety culture.
- To promote and encourage a positive health and safety culture throughout the organisation through the provision of information, training, instruction, and supervision.
- To provide sufficient information, instruction, training, and supervision to enable employees to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work.
- To establish effective arrangements to draw the Health and Safety Management System to the attention of employees so that they are aware of their obligations and carry out communication, so it is understood and implemented by all employees.
- To ensure all employees are aware of their individual Health and Safety obligations under the Health and Safety at Work etc Act. Management shall seek the support and co-operation of employees with respect to Health and Safety.
- To promote a culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal, to ensure the root causes of accidents are identified thus enabling measures to be implemented, to eliminate recurrence.
- To ensure sufficient financial and physical resources are available to meet the objectives of the Health and Safety Management System, as well as all applicable statutory and regulatory requirements.
- To ensure risk assessments are being carried out on an on-going basis, with employees participating in the risk assessment process to eliminate or reduce hazards identified to an acceptable level.
- Ensure systems are in place to enable us to assess risk, by maintaining, monitoring and, where necessary, improving the Health & Safety performance throughout all areas of our activities.

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- Employee/employer consultation on matters regarding Health & Safety and welcome individual consultation prior to the implementation of control measures. Every effort will be made to ensure understanding of relevant information.
- To maintain records as objective evidence to show compliance with the Health and Safety Management System and applicable statutory and regulatory requirements.
- The objectives of this Health & Safety policy can only be achieved through the support and co-operation of all employees and other persons who it may affect.

Review and Audit:

This policy will be kept up to date, particularly as things change in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed whenever it is considered necessary, or as a minimum requirement, annually.

Charles Aris
Chief Executive Officer

Date: 29.05.25

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