

Adaptive Health & Safety Policy

AD-09

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Document revision Information

Version	Date	Amendment	Author
V1	2017	Initial version	Dan
V150621	15/6/21	Copied into Confluence	Debbie
V100723	10/07/23	Reviewed	Larissa

It is the policy of Adaptive Web Ltd to develop a positive health and safety culture throughout the organisation because we believe that high health and safety standards are a prerequisite in the pursuit of company efficiency and competitiveness.

To achieve this the Company will progressively identify all workplace hazards and take appropriate measures to eliminate or control risks to employees and others affected by our operations by applying positive control standards and provision of information, training and supervision as needed.

Employees are reminded that they have a duty to ensure that the Company's Health and Safety Policy is observed and in particular they are required:-

- to take reasonable care for their own health and safety at work and of those who may be affected their actions, or by their omissions.
- to co-operate with their employer to ensure that any duty, or requirement, for health and safety imposed upon their employer by law is performed or complied with.
- not to intentionally, or recklessly, interfere with or misuse anything provided in the interests of health, safety or welfare.
- to report to supervisory staff hazardous conditions or defects in the company safety arrangements.

The company recognises that it has the ultimate legal responsibility for health and safety. Accordingly the Managing Director accepts overall responsibility for policy formulation and implementation. In turn, all levels of management and all supervisors are responsible for carrying out those health and safety duties placed on them.

Where appropriate, the monitoring and review of the Company's Health and Safety Management Policy will be carried out by the Health and Safety Management Committee under the direction of the director responsible for health and safety within the Group who will be appointed from time to time by the Managing Director.

Development of the Health and Safety Management Policy will be conducted through the normal business meetings where health and safety will be given standing equal to other activities of the business. Adaptive Web Ltd Revision: V0.1 Page 4 of 4 AD-09

Signed by Senior Director of company

Dan Frost (Managing Director)