



Health and Safety Policy Statement

Purpose and Scope

Connect it Utility Services Limited (CIUS) is committed to ensuring the health, safety, and wellbeing of all employees, contractors, visitors, and members of the public who may be affected by our activities. This policy outlines our responsibilities, objectives, and the systems we have in place to prevent injury and ill health across all company operations.

We will identify hazards, assess risks, and implement controls to protect workers and promote wellbeing. Our leadership is dedicated to embedding inclusive core company values, promoting a positive safety culture and engaging our workforce.

We are also committed to maintaining an Occupational Health and Safety Management System (OHSMS) in line with the requirements of **ISO 45001:2018** and to the principles of **continuous improvement** and **risk-based thinking**.

This policy applies to all company personnel and those working on behalf of Connect It Utility Services Ltd across all premises, sites and projects.

Legal and Standards Compliance

We comply with the Health and Safety at Work etc. Act 1974 and all other relevant legislation and best practice standards, including but not limited to:

- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- The Control of Substances Hazardous to Health (COSHH) Regulations 2002
- The Provision and Use of Work Equipment Regulations (PUWER) 1998
- The Lifting Operations and Lifting Equipment Regulations (LOLER) 1998
- ISO 45001:2018 Occupational Health and Safety Management System

Our Commitment

Connect it Utility Services Ltd is committed to:

- Providing a safe and healthy working environment with safe access and egress for all.
- Maintaining plant, tools, and systems of work that are free from unacceptable risk.
- Identifying and assessing health and safety risks and implementing effective controls.
- Complying with all statutory obligations and applicable codes of practice.
- Ensuring robust planning, monitoring, and performance review using the Plan-Do-Check-Act (PDCA) model.
- Promoting a culture of safety leadership and individual accountability at all levels.
- Providing adequate welfare facilities and ensuring cleanliness and hygiene.
- Consulting with employees on matters affecting their health, safety, and wellbeing.

This document is part of the Company's ISO Systems and as such is subject to controlled distribution and updating according to the CIUS_QMS_PRO_4 Procedure for Document Control

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- Setting and reviewing measurable health and safety objectives.
- Ensuring all staff and contractors receive appropriate induction, training, and supervision.
- Investigating incidents, near-misses, and hazards thoroughly, sharing lessons learned, and preventing recurrence.
- Adapting our practices in response to changes in legislation, operations, or environment.
- Encouraging personal responsibility and awareness of individual legal duties.

Roles and Responsibilities

The Managing Director holds ultimate responsibility for the implementation and effectiveness of this policy. Directors, Managers, and Supervisors are accountable for enforcing safety standards and encouraging a positive safety culture within their areas of control. Employees are expected to comply with safety procedures, report hazards or unsafe practices, and contribute actively to health and safety improvements.

Contractors and visitors must adhere to all CIUS Procedures, site-specific safety rules, induction protocols, and emergency procedures at all times.

Performance Monitoring and Review

We will monitor our performance through:

- Regular workplace inspections and internal audits
- Review of incident, near-miss, and hazard reports
- Analysis of health and safety KPIs
- Ongoing risk assessment and RAMS updates

Communication and Availability

This policy will be:

- Communicated to all employees and relevant stakeholders
- Displayed prominently on noticeboards and available on the company website
- Included in all induction and contractor onboarding programmes

This policy and the OH&S Management System will be reviewed annually, or sooner if there are significant changes in legal requirements, business operations, or incident trends.

Signature:  Date: 13/02/2026
 Laban Giles, Managing Director

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