

## **Health and Safety POLICY STATEMENT**

(Our commitment to Safety and Health)

**Acumen accepts the legal responsibilities as an employer to fulfil duties as documented by the Health and Safety at Work Act, 1974 and other relevant statutory provision. The Company believes the following points will help to fulfil its legal responsibilities:**

- **Health and Safety - The Highest Priority**

The Board of Directors considers Health and Safety should not be compromised for other objectives within the company. Acumen gives the highest priority to preserving the Safety and Health of everyone working for us, our customers and any members of the public affected by our operations, and to respect the environment within which we operate. We are fully conscious of our responsibilities to identify hazards and by use of suitable control measures minimise accidents and reduce risk whilst preventing and controlling sources of pollution. The Board are committed to providing a safe and healthy working condition in the workplace and any place where anyone works to preventing work related injury. The Board will provide all necessary resources to carry out its commitment. Although some responsibilities are delegated, overall responsibility for delivery of this Policy rests with the Managing Director. Acumen are committed to have involvement of employees in all areas of health and Safety and all compliance of the company. Acumen will commit all necessary resources to achieve its commitment.

- **The prevention of Injuries, Accidents and Occupational Illnesses**

We believe that all injuries, accidents and occupational illnesses are preventable. As such, we expect each and every such incident to be reported including near misses so that they can be fully investigated, and actions can be taken to prevent recurrence.

- **Health and Safety Policy Compliance with Relevant Company Policies and the Law**

Our H&S Policy will be implemented through the Acumen set of Management Procedures and Operating Instructions. In respect of this policy statement, Acumen Manual, H&S Policy, provides details of the responsibilities and arrangements for implementation of this policy statement. All of our standards and procedures are set to ensure compliance with the Law.

- **Continuous Improvement & Commitment**

The high standards required in all areas of Safety, Health and Environment call for continuous improvement and commitment by everybody. Our commitment to health and safety and the setting of objectives is further defined in the 'SHE Policy and Commitment' document.

- **Auditing, Monitoring and Corrective Action**

We are committed to auditing, monitoring and corrective action to ensure full compliance with the principles of the H&S Policy and Standards which includes ISO 45001.

- **Personal Responsibility**

All who work for us have a personal responsibility to prevent harm to themselves, others, and the Environment. Safety, good Health and concern for the Environment are equally important away from work and will be encouraged.

- **Review**

This policy will be reviewed on a yearly basis by the MD and the Director of Compliance and at the Employee Representatives Committee. The policy will be reviewed more frequently depending upon investigations, legislation and new procedures.

- **Employee Consultation and Participation**

Acumen engage with the workforce using our HSE Steering committee members as the conduit and is the platform to communicate all things health and safety related to our employees. Our 'Champion Director' is present during the meeting and it is chaired by the Director of Compliance. Acumen are committed to ensure consultation and participation of workers or representatives and further make a commitment to eliminate hazards and fulfil legal requirements.

**We are individually and collectively committed to these principles and expect all who work in our Business to act in accordance with them.**

**Signed and accepted on behalf of the company**



**Andrew Crossley  
Managing Director  
1st January 2022**