



Health, Safety and Wellbeing Policy

01st March 2024

Version 8.0

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Document Control and Change History

Document Control			
Document Name	Health, Safety and Wellbeing Policy		
Date Created	06 th January, 2020		
Document Classification	Internal		
Document Last Updated	01 st March, 2024		
Next Review Date	28 th February, 2025		
Owner	Ato Nimoh-Brema (Head of Sustainability and Business Assurance)		
Revision History			
Version	Date	Amendment/Change	Approver (Role)
1.0	06 th Jan, 2020	<ul style="list-style-type: none"> Initial Document 	<ul style="list-style-type: none"> Mark Smyth (COO) Steve Shaw (CHRO)
2.0	08 th Mar, 2021	<ul style="list-style-type: none"> Annual Review 	<ul style="list-style-type: none"> Mark Smyth (COO) Steve Shaw (CHRO)
3.0	28 th Sep, 2021	<ul style="list-style-type: none"> Resignation of Steve Shaw (CHRO) Change of role – QHSE & Sustainability Manager to Head of Sustainability and Business Assurance 	<ul style="list-style-type: none"> Mark Smyth (COO)
4.0	07 th Dec, 2021	<ul style="list-style-type: none"> Policy aligned to BS EN ISO 45001:2018 Use of new business template 	<ul style="list-style-type: none"> Mark Smyth (COO)
5.0	10 th May, 2022	<ul style="list-style-type: none"> Policy updated with the policy commitment wordings from ISO 45001 standard 	<ul style="list-style-type: none"> Mark Smyth (COO)
6.0	16 th Feb, 2023	<ul style="list-style-type: none"> Annual Review 	<ul style="list-style-type: none"> Mark Smyth (COO)
7.0	16 th June, 2023	<ul style="list-style-type: none"> Resignation of Mark Smyth (COO) Change of approver, from Mark Smyth to Aurelio Maruggi 	<ul style="list-style-type: none"> Aurelio Maruggi (CEO)
8.0	01 st March, 2024	<ul style="list-style-type: none"> Resignation of Aurelio Maruggi New CEO, James Clark as approver 	<ul style="list-style-type: none"> James Clark (CEO)

HEALTH, SAFETY & WELLBEING POLICY STATEMENT

Apogee Corporation Top Management and employees are committed to ensure the Health, Safety and Wellbeing (HSW) of all persons who conducts or could be affected by our work activities, including, at least:

- Company employees and the self-employed
- Customers
- Visitors to our premises including contractors, and members of the general public

We will also ensure that whilst delivering, installing or servicing equipment at Clients' premises we will respect both Apogees' and the Customers' Health, Safety and Wellbeing policies and procedures and will operate to best practice.

In particular, the Company will:

- Provide adequate control of the Health, Safety and Wellbeing risks arising from our work activities
- Consult with employees on matters affecting their Health, Safety and Wellbeing
- Provide and maintain safe plant and equipment
- Eliminate harmful substances or ensure safe handling of the ones it cannot eliminate
- Provide information, instruction and supervision for employees and visitors
- Ensure all employees are competent to do their tasks and give them adequate training
- Prevent accidents and cases of work-related ill health
- Maintain safe and healthy working conditions
- Review and revise this policy as necessary at regular intervals

In order to implement this policy, the Company further undertakes to:

- Comply with all the applicable regulatory, statutory and other requirements and appoint competent Health, Safety and Wellbeing managers to provide expert advice
- Set Health and Safety objectives relevant to the organisation
- Ensure that adequate resources are available for carrying out the obligations of this policy
- Work in accordance with industry best practice standards and whenever practicable, exceed them

- Make continual improvements in Health, Safety and Wellbeing performance

Our Integrated Management System is consistent with the purpose and requirements of ISO 45001:2015 and we are committed to keep continually improving it.

The Company's Health, Safety and Wellbeing Policy is clearly communicated by the Top Management and arrangements are put in place to make sure that it is understood by all employees within the Company.

Signed



Name: James Clark

Role: CEO

Apogee Corporation Limited

01st March 2024

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