

3. Health and Safety Policy Statement.

GSPlus / GSS is committed to providing and maintaining a safe working environment for all who might be affected by our actions or omissions. We all have a mutual interest in managing health and safety. Management expects all staff to apply dynamic risk assessing and we all achieve this through communication, co-ordination, and cooperation.


To achieve this, we will ensure the health, safety and welfare of colleagues, staff and others governs all our actions. We will ensure that hazards are identified, and risks eliminated or reduced so far as is reasonably practicable. Our responsibilities include all relevant duties as identified in company operations and arrangements in managing health and safety for all, by using the recognised Plan, Do, Check, Act methodology of ISO 45001. The combined planning and monitoring of procedures achieve control which provides a safer working environment for all.

As a Company we:

- Comply with all statutory legislation relevant to our activities and those who may be affected through delivering quality service aimed at achieving a safe working environment.
- Encourage and foster the closest possible liaison and consultation between management, employees and representatives in all matters affecting health and safety.
- Maintain safe working procedures, equipment, hazardous substance use, place of work and monitoring systems throughout the company.
- Train, advise and inform employees of health and safety risks, responsibilities, arrangements, procedures and safe systems of work thus maintaining a safe workforce and working environment.
- Provide health inspection and surveillance of all relevant employees and the workplace by a competent physician as required.
- Improve progressively upon the levels of health and safety performance by the continued use of risk assessments, codes of best practice, incident investigation and, internal and external audit in order to establish the causes of accidents and impairments to health and institute practicable remedial measures to prevent recurrence.
- Ensure the employment of a competent person to develop, implement and maintain the Company's health and safety management systems and providing adequate physical and financial resources to maintain the health and safety of all its staff and operations.

We believe excellence in the management of health and safety is an essential element within the company's overall provision of service. It is the foundation on which the company will build for future progress in providing a consistently high-quality service.

This Policy Statement will be revised annually and updated when appropriate.

Signed 

Date 10 April 2024

Mirsad Bakalovic - Managing Director - GSPlus and GSS Ltd



3.1 The following statement is signed by the Managing Director and demonstrates the commitment to health and safety at GS Plus and GSS Ltd.

Any reference to GS Plus will apply to GSS Ltd (including Gateway) as well.

As the Managing Director, I wish to emphasise my personal commitment to providing and maintaining a safe working environment for all GS Plus/GSS Ltd workers, partners, contractors, and members of the public who might be affected by our actions. To achieve this, it is essential that we ensure an environment where the health, safety and welfare of workers and others is always in the forefront of our minds and governs all of our actions. We will also ensure hazards are identified and risks eliminated or reduced so far as is reasonably practicable to do to an acceptable level.

GS Plus / GSS Ltd will comply with health, safety, and fire legislation as a minimum. It is our aim to continuously achieve higher standards and the co-operation of all workers is essential to attain this. With the support of the Directors, I am committed to:

- Comply with the Health and Safety at Work etc. Act and all relevant legislation.
- Reducing accidents and incidents causing personal and occupational illness.
- Minimising loss caused through property damage, fire, and security incidents.
- The training and supervision of managers and staff.
- Setting measurable health & safety objectives including audits and inspections.

I believe that excellence in the management of health and safety is an essential element within the company's overall provision of service. We will achieve this through the recognised management methodology of Plan, Do, Check, Act, and endeavour to instil this in all workers. This is the foundation on which the company will build for future progress in providing a consistently high-quality service.

Responsibilities and Arrangements:

GS Plus / GSS Ltd is responsible for providing adequate physical and financial resources to maintain the health and safety of all workers and operations. As the Managing Director, I am ultimately responsible for the company's compliance with health and safety legislation and formulation of the corporate health and safety policy. The day-to-day execution of these duties is delegated to directors and managers.

Directors are responsible to me for the implementation of this policy, the Quality, Health Safety and Environment Management System and all aspects of health, safety, and welfare within their areas. They are to:

- Ensure that health and safety objectives form an integral part of the decision-making process when setting other service objectives.
- Establish effective forms of joint communication, both formal and informal, in order to involve all staff in the practical consideration of working safely. This will include full co-operation with safety representatives appointed by recognised trade unions. The safety representatives will be provided with sufficient resources, including time to enable them to undertake their duties effectively.
- Strive for continual improvement in health and safety performance.



The Quality, Health, Safety and Environment Team will assist directors and managers in carrying out their health and safety duties by ensuring the provision of specialist technical advice, guidance, and training. The Quality, Health, Safety and Environment Team will also monitor the implementation of health and safety across the company on behalf of the company.

The involvement and co-operation of every worker is vital if we are to provide a safer and healthier environment. I expect managers at each level to ensure their workers do not operate in unsafe conditions. Each manager must ensure compliance with this policy and promotion of a positive attitude to health and safety within their areas of accountability. I believe that compliance with this policy will positively contribute to the performance of the company as a whole by reducing injuries, ill health and unnecessary losses and liabilities.

I welcome positive contributions from all workers and remind everyone that they must co-operate fully in all matters concerning health and safety. Workers must bring any significant health and safety issues to the attention of their managers and follow safe working practices in accordance with instruction and training. A Quality, Health, Safety and Environment Committee is in place to discuss and consult on health, safety, and wellbeing matters.

Working safely is a condition of our employment and, whatever our job, each of us has a duty to minimise any risk to our workers, clients, contractors, and the public.

This policy statement will be revised by the Quality, Health, Safety and Environment Team as and when necessary and at intervals of not more than two years. They will also issue any policy and safety statement revisions as appropriate to the business.

Directors are to bring this policy statement and any revisions to the attention of their workers and where necessary to other persons or organisations

Signed

A handwritten signature in blue ink, appearing to read 'Mirsad'.

Date 10 April 2024

Mirsad Bakalovic - Managing Director - GSPlus and GSS