

# Occupational Health and Safety Policy Statement

**SWGR/CPoS/001**

**Issue 18, January 2025**

**Applicability: SWGR Group**

**Page 1 of 1**

As Group Managing Director, leading the members of the Board of Directors of the SWGR Group of Companies, I am committed to ensuring that SWGR Group work activities are always carried out safely. SWGR fully accepts its moral and legal obligations under the Health and Safety at Work Act 1974 to safeguard, so far as is reasonably practicable, the health, safety and welfare of its employees and anyone who may be affected by the actions of the Company and its employees.

SWGR is committed to continual improvement in safety performance and ensuring that the delivery of the health and safety management system is adequately resourced to enable the full implementation of this policy and is maintained to accreditation standard ISO 45001:2018. This commitment includes the provision of sufficient resources, management, and employee time, as well as training, health, and safety advisory support.

Our overall objective for Health and Safety management within the SWGR Group is to maintain a positive health and safety climate which allows a positive health and safety culture to flourish. Leadership and strategic direction from Senior Management is key to this and as such is paramount within the business. We will ensure the Health and Wellbeing of all employees and personnel affected by our work is at the forefront of what we do.

SWGR's main aim is zero accidents. To enable this SWGR has committed to a behavioural based safety initiative through our Safe Together programme. We apply Fair Culture principles to best address safety behaviours that may have contributed to an accident or incident.

We will maintain arrangements to systematically manage and control the risks inherent in our undertakings. Through such arrangements we will also seek to ensure continual improvement in our health and safety performance and will ensure compliance with current health and safety legislation.

We will set goals then monitor and continually seek to improve our achievement of Occupational Health and Safety objectives. These will be considered integral to our operations and will be implemented and reviewed using all available resources.

All staff, contracted or otherwise, within company employment will be provided with the necessary information, instruction, training, and supervision to allow them to carry out their duties in a safe and competent manner and we will communicate with them on Health and Safety Policy issues.

We will review industry standards and best practise in any sector in which we undertake operations, with a view to compliance and adoption and we will endeavour to safeguard the public and the wider environment which may be affected by our undertakings.

This policy and its procedures will be reviewed on an annual basis or more frequently as necessary to meet new legislation or industry standards and to ensure its stated objectives are met.

If our work cannot be done safely it will not be undertaken.

**Signed:**



**Raj Sinha**  
**Group Managing Director**