



Group Health & Safety Policy Statement

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VERSION	DATE	REVISION AUTHOR	SUMMARY OF CHANGES
5 DRAFT 5	16/04/2026	Chloey Cannings	Draft for review
5	16/04/2026	Matthew Tolkein	No changes made – transferred onto new template to align with other documentation.

Distribution

NAME
All staff via Company intranet

Approval

NAME	POSITION	SIGNATURE	DATE
Matthew Tolkein	Managing Director	<i>M J Tolkein</i>	16/04/2026

Contents

	Group Health & Safety Policy Statement.....	1
1	Policy Statement.....	4
2	Compliance Obligations.....	4
3	Organisational Commitments.....	5
3.1	Safe Working Environment.....	5
3.2	Risk Management	5
3.3	Leadership and Accountability.....	5
3.4	Consultation and Participation	5
3.5	Training and Competence.....	5
3.6	Monitoring and Performance	5
3.7	Continual Improvement	5
4	Responsibilities of Employees and Contractors	6
5	Policy Review	6

1 Policy Statement

This Health & Safety Policy is authorised by the Board of Directors of BusinessWatch UK Holdings Limited, hereafter referred to as BusinessWatch Group, which incorporates:

- Business Watch UK Fire & Security Ltd
- Securi-Plex Ltd
- Remote Monitoring Services Ltd
- FSE Consult Ltd

The Board of Directors recognises that effective health and safety management is essential to the successful operation of the organisation and to the wellbeing of employees, contractors, clients, and members of the public who may be affected by our activities.

BusinessWatch Group is committed to providing safe and healthy working conditions, preventing work-related injury and ill health, and maintaining a proactive and effective Occupational Health & Safety Management System.

2 Compliance Obligations

BusinessWatch Group will comply with all applicable health and safety legislation and other requirements relevant to our activities, including but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations
- Construction (Design and Management) Regulations (CDM)
- Applicable Approved Codes of Practice (ACOPs)
- Relevant industry guidance and regulatory requirements

The organisation's Health & Safety Management System is aligned with the requirements of ISO 45001 – Occupational Health & Safety Management Systems

3 Organisational Commitments

BusinessWatch Group is committed to:

3.1 Safe Working Environment

Providing and maintaining safe systems of work, safe equipment, and safe working environments to minimise risks to health and safety.

3.2 Risk Management

Identifying hazards, assessing risks, and implementing suitable control measures to eliminate hazards where possible and reduce risks so far as is reasonably practicable.

3.3 Leadership and Accountability

Ensuring directors, managers, and supervisors understand their responsibilities for health and safety and are accountable for the safety performance within their areas of control.

3.4 Consultation and Participation

Encouraging consultation with employees and worker representatives on matters affecting health and safety and promoting active participation in improving workplace safety.

3.5 Training and Competence

Providing appropriate information, instruction, training, and supervision to ensure employees and contractors are competent to perform their duties safely.

3.6 Monitoring and Performance

Monitoring health and safety performance through inspections, audits, incident reporting, and investigations to ensure continual improvement of our systems and practices.

3.7 Continual Improvement

Setting measurable health and safety objectives and reviewing performance regularly to drive continual improvement of the Occupational Health & Safety Management System.

4 Responsibilities of Employees and Contractors

All employees and subcontractors are required to:

- Take reasonable care for their own health and safety and that of others who may be affected by their actions.
- Follow company policies, procedures, and safe systems of work.
- Report hazards, unsafe conditions, accidents, and near misses promptly.
- Participate in health and safety training and safety initiatives.

Failure to comply with this policy or associated health and safety procedures may result in disciplinary action.

5 Policy Review

This Health & Safety Policy will be reviewed if there are significant changes to legislation, organisational structure, or operational activities.

Signed on behalf of the Board of Directors.

Signed: *MJ Tolkien*
Matthew Tolkien
Director