

Health and Safety Policy Statement

At Ganymede, our culture of Safety First, Safety Always places safety at the heart of everything we do. We believe that operational and safety performance are not mutually exclusive, and we continually demonstrate our commitment to maintaining and improving health and safety throughout our business as a whole. To support this, Ganymede are certified to ISO 45001: 2018 for the provision of Recruitment Services, Labour Supply and Small Package Works to all sectors across the UK.

We believe that no activity we carry out is so critical that it cannot be done safely, as such preventing the following:

- Injury or occupational ill health
- Damage to or loss of any plant, equipment property, materials or products
- Delays in any processes or operations
- Events, which may otherwise be detrimental to efficiency
- Adverse impact upon the environment

The application and promotion of this policy is the responsibility of senior management. Whilst duties and tasks may be delegated, the overall responsibility remain that of senior management to ensure that Ganymede complies with all relevant statutory health and safety legislation, approved codes of practice, and industry standards.

Ganymede:

- Is committed to Safety First, Safety Always, ensuring the health, safety and wellbeing of employees and operatives under the management of the organisation
- Believes that injuries and occupational illness can be prevented
- Will set and maintain high standards of health and safety at all locations under Ganymede operational control
- Will engage with clients and partners to drive improvements and best practice in health and safety
- Will communicate and engage with our workforce in relation to health and safety
- Will provide and maintain a safe and healthy working environment in line with appropriate health and safety legal requirements, in order to prevent work related injuries and ill health

Ganymede aims to act responsibly to ensure, so far as is reasonably practicable, the health and safety of its employees and operatives whilst at work. We also believe that the promotion of a positive health and safety culture is a mutual objective for everyone at all levels of the business.

Ganymede will:

- Set and monitor occupational health and safety objectives
- Be committed to continual improvement in safety performance
- Provide and maintain safe systems of work which will reduce the risk to health and eliminate hazards
- Carry out an assessment of risk to all operatives under Ganymede operational control whilst at work
- Provide sufficient resources for the management of health and safety
- Provide such information, training and supervision as is necessary to promote the health and safety of its employees and operatives
- Seek the full cooperation of employees, operatives and clients in implementing this policy and promoting good safety practices
- Encourage safe behaviours and re-educate unsafe behaviours
- Ensure all employees and operatives are fit for duty and the work they are required to do including the management of fatigue
- Minimise risk of injury or illness created by work activities
- Ensure that management actively involve the workforce as part of developing health and safety culture
- Provide a communication channel for all levels of the organisation to contribute and consult on relevant health and safety matters
- Communicate this policy to all our employees and operatives to ensure their understanding of its requirements

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It is the responsibility of every individual in the business to:

- Comply with appropriate legal requirements and company health and safety rules
- Wear and use the protective clothing and equipment provided where applicable
- Apply good housekeeping to work areas
- Report all accidents and incidents
- Report close calls that could lead to injury or damage
- Report any concerns they have of fatigue and fitness for duty
- Attend safety training in accordance with Ganymede requirements
- Work safely in the interests of themselves and others
- Seek guidance if they feel what they are doing is unsafe

Date of Review: 12/03/2026
Approved by: Paul Crompton,
Managing Director

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