

HEALTH AND SAFETY AT WORK POLICY

(Health & Safety at Work etc. Act 1974 – Section 2(3))

Policy Statement

The Company is committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of all its employees and of other persons who may be affected by its activities. Health and safety are considered an integral part of the Company's operations and management responsibilities.

The Company recognises its legal duties as an employer and is committed to eliminating hazards, reducing occupational health and safety risks, and achieving continual improvement in its health and safety performance, in line with ISO 45001 principles.

Responsibilities and Commitment

The Company accepts its responsibility to provide a safe and healthy workplace and working environments for all employees within premises under its direct control. Where employees work on premises not under the Company's control, the Company will cooperate fully with customers and other relevant parties to ensure suitable health and safety arrangements are in place.

So far as is reasonably practicable, the Company will meet its health and safety responsibilities by:

- Implementing effective health and safety management systems
 - Identifying hazards and carrying out suitable and sufficient risk assessments
 - Providing and maintaining safe plant, equipment, and systems of work
 - Providing appropriate information, instruction, training, and supervision
 - Ensuring employees are competent to carry out their work safely
 - Encouraging employees to take responsibility for their own health and safety and that of others
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Consultation and Communication

The Company is committed to effective communication and consultation with employees on matters affecting their health and safety. Employees are encouraged to participate actively in health and safety arrangements and to raise concerns, suggestions, or observations that may contribute to safer working practices.

Monitoring and Review

This policy will be monitored and reviewed regularly to ensure it remains suitable, adequate, and effective. Any revisions will be communicated to all employees. The management team fully supports this policy and is committed to providing the leadership and resources necessary to ensure its successful implementation and continual improvement.



This policy has been approved and authorised by:

Name: John Williams

Position: Director

Date: 12th February 2026

Signature:

A handwritten signature in black ink, appearing to read "J. Williams", is written over a light grey horizontal line.

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