LEON GUARDING

HEALTH & SAFETY POLICY

HEALTH & SAFETY POL01 JAN 2026, Issue 4

LEON GUARDING & FM LTD
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SIA APPROVED CONTRACTOR

HEALTH & SAFETY

Leon Guarding & FM Ltd recognises that people are the company's most important asset. Therefore, it is fully committed to ensuring the health, safety and welfare of employees. It sees this aspect of the company's business as being an integral part of the total quality that the company sets out to achieve in the scope of its operations.

All reasonably practicable measures will be taken to achieve a satisfactory standard of performance in matters of health and safety, and progressive improvements will be actively sought in an attempt to achieve full compliance with the Health Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and other associated Regulations. Additionally, through a process of review and continual improvement we shall ensure that the health and safety management systems continue to meet the needs of the business and manages the health and safety of our employees in a dynamic business environment.

This will have a resource implication and we will take this into account when setting budgets, so that funding can be made available for health and safety improvements and the provisions of any expert advice. This will entail the setting of priorities and whilst the ultimate responsibility lies with the Managing Director, the Management Team is to ensure that the business is adequately resourced to prevent a risk to health and safety to all sites under our control.

We accept that the successful management of health and safety has the benefit of improving the overall operation of Leon Guarding & FM Ltd, by reducing injuries and ill-health, protecting the environment and reducing unnecessary losses and liabilities. This will be continually monitored with the use of objectives and performance indicators; we however also fully encourage a culture of open communication where employees can raise safety and environmental concerns and allow for the passage of information on all matter related to this.

We will ensure that effective training is provided for all levels of staff on matters relating to occupational health and safety. As we understand the availability of competent personnel at all levels is critical to safe and healthy working practice and will ensure that all staff also have access to competent advice for health, safety and environmental matters.

Whilst we will use our best endeavors to ensure that a safe and healthy workplace is provided all employees are to be aware of their responsibility to comply with all requirements placed on them to ensure their health and safety, and the protection of the environment. They must bring to the attention of their manager any situation they consider to be unsafe to themselves or the environment. We also expect employees to work safely and have regard for the safety of others working around them, and those who may be affected by their work. All employees must also inform supervisors or managers of any changes to their physical or mental state which in turn may affect their health and safety whilst at work. This policy and management system is to be reviewed annually and this policy and any revisions will be brought to the attention of all employees and is available to external parties if required.

Signed: M Shahzad *Date: 31-Jan-2026*