

Health and Safety Policy

TechNET IT Recruitment Ltd will take all reasonably practicable measures to ensure the health, safety and welfare at work of all its employees and all others who may be affected by its activities. The overall responsibility for ensuring implementation of this policy lies with the Company, that is TechNET IT Recruitment Ltd.

While ensuring as a minimum compliance with current applicable legislation, the aim is to continually improve its Health & Safety performance and to minimise accidents and work-related ill health recognising that work forms part of a satisfying life to the mutual benefit of the individual and the company.

It is the duty of TechNET IT Recruitment Ltd to ensure that health and safety matters are seen as an integral part of its operations with the aim of developing and maintaining a positive health and safety culture. To ensure effective control over workplace hazards an equal commitment will be made to achieving the highest standards for Health & Safety as well as for other aspects of management.

TechNET IT Recruitment will:

- provide appropriate resources, information, instruction, training and supervision to employees, so that they can perform their work safely;
- ensure that adequate resources, information, training and advice are provided to enable managers and other holders of Health & Safety duties to fulfil their roles;
- use effective means of consultation and communication on health and safety matters with employees and others who may be affected by its activities;
- systematically assess the risks involved in its activities. It will allocate resources and implement measures to minimise the effects of unplanned events and to reduce risk to health and safety to as low a level as is reasonably practicable;
- measure Health & Safety performance, establish objectives and targets, and progress improvements via management review; and
- implement programmes for continual improvement of its management of Health & Safety.

It is the duty of all employees, visitors and others working in, for or on behalf of the TechNET IT Recruitment Ltd to act responsibly, and to co-operate with the Company in the implementation of this policy by:

- taking reasonable care for their own health and safety and that of others who may be affected by what they do or do not do;
- following the procedures adopted for, and using protective equipment provided for, securing safety in the workplace;
- taking proper care of equipment and protective clothing provided;
- reporting accidents or incidents that have, or could have, led to injury or damage, and assisting in their investigation with the aim of introducing measures to prevent recurrence; and
- reporting any shortcomings in the health and safety arrangements, even when no immediate danger exists, so the company can take remedial action if needed.

The organisation and arrangements for implementing this policy are set out in detail in the Company policies and procedures. The Company will communicate and make this policy available to the general public and all persons working in, for or on behalf of TechNET IT Recruitment Ltd.