

Per its duty under Section 2(3) of the Health and Safety at Work Act 1974 and in fulfilling its obligations to both employees and the public who may be affected by its activities, the Directors of Deploy Recruitment Group (including Deploy Ltd and Deploy Projects Ltd) have produced the following statement of policy in respect of health and safety.

We aim to create a working environment that is free from work-related accidents and ill health, and to this end, we will pursue ongoing improvements year after year.

We undertake to discharge our statutory duties by:

- Ensuring Health and safety are never compromised by anything else
- Identifying hazards in the workplace, assessing the risks related to them and implementing appropriate preventative and protective measures
- Providing and maintaining safe work equipment
- Establishing and enforcing safe methods of work
- Eliminating hazards and reducing risks to occupational health and safety wherever possible
- Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform
- Ensuring that technical competence is maintained through the provision of refresher training and continued professional development as appropriate
- Promoting awareness of health and safety and of good practice through the effective communication of relevant information, i.e.) policies are available via the company server as documented information, accessible to all staff and may be displayed on the premises
- We can provide copies of this policy to interested parties upon request.
- Consult with our staff (and workers' representatives where appropriate) on matters connected with health and safety and before the introduction of new technologies or processes which may impact on their health, safety and wellbeing
- Establishing and setting Health and Safety objectives annually and reviewing progress against these objectives every six months
- Furnishing sufficient funds needed to meet these objectives
- We are committed to continual improvement of the H&S Management System with periodic reviews to ensure we remain compliant
- We are committed to safe behaviour and the re-education of staff found to be displaying unsafe behaviours.
- Ensuring that, as a recruitment business, we coordinate and cooperate with clients to provide safe working conditions for all temporary, contract and agency workers placed on their sites.
- Obtaining and reviewing relevant health and safety information from clients before placing workers, including risk assessments, site rules, emergency procedures and PPE requirements.
- Providing workers with appropriate information, instruction and training before deployment, including site-specific induction requirements and any safety-critical standards.
- Verifying that workers have the competence, qualifications and fitness necessary to undertake the roles they are assigned, particularly where work is safety-critical.
Ensuring that all required PPE is provided or verified as provided, is suitable for the task, and that workers understand how to use it correctly.
- Establishing clear arrangements for the reporting of accidents, near-misses and incidents occurring on client sites, including RIDDOR where applicable, recognising that reporting responsibility will rest with the party in control of the work activity.

- Supporting the mental health and well-being of employees and workers by identifying and managing risks related to stress, workload and psychological hazards. This includes monitoring workload, providing access to appropriate support, and encouraging early reporting of work-related stress concerns.
- Ensuring that suppliers, subcontractors and partner organisations meet our health and safety standards and cooperate fully with our safety processes.
- Clearly defining responsibilities for directors, managers, employees and workers to promote shared ownership of health and safety.
- Ensuring robust onboarding and deployment processes, including checking mandatory certifications and ensuring workers meet safety-critical competence requirements.

All employees are encouraged to contribute actively towards achieving a work environment free of accidents and ill health and report any deficiency to their line manager or a Director.

Our health and safety policy will be reviewed at least annually to monitor its effectiveness, relevance and to ensure that it reflects changing needs and circumstances.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the company's health and safety management system.



Paul Smith
Managing Director
12TH January 2026