

Health, Safety & Wellbeing Policy Statement

Statement

HARCOM GROUP LTD. is a Contractor. Contractor work includes Fire Resisting and GSS Ductwork and Fire Resisting Enclosures installation company.

As a company we are committed to ensuring that we provide a safe and healthy working environment that supports good wellbeing for our employees and all other persons who may be affected by our activities. This includes sub-contractors, clients, visitors, and members of the public.

We believe in leading by example and are committed to continuous improvement of our health, safety, and wellbeing management across all of our activities. To demonstrate this commitment, we have in place a management system which satisfies the requirements of BS EN ISO 45001:2018.

Responsibilities

Steve Harrison, MD, has ultimate responsibility for ensuring that this policy is implemented. However, all employees have a responsibility to support the company in ensuring that the aims and objectives set out within this policy are met.

Our Commitment

As a company we are committed to achieving the above by:

- Complying with the requirements of the Health and Safety at Work etc. Act (1974) and all subsequent relevant legislation.
- Satisfying and aiming to exceed the requirements of ISO 45001:2018 and all other accreditations and certification bodies to which we subscribe to.
- Complying with all reasonable client requests in relation to health, safety, and wellbeing
- Continually monitor, review, and improve our safety management system.
- Conducting appropriate and thorough risk assessments of our works including carrying out regular review.
- Preventing injury and ill health and promoting a positive safety culture.
- Providing adequate resources to ensure that proper provision can be made for Health, Safety and Wellbeing.
- Setting and achieving of health, safety and wellbeing objectives and targets for all parts of the business.
- Communicating effectively and consulting with our employees on all matters affecting their Health, Safety and Wellbeing by way of regularly HSEQ Committee Meetings, Site forums and weekly H&S catch up's.
- Embracing the sharing of information and encouraging a speak up culture with a view to ensuring open and continual communication.
- Empowering our workforce by upskilling, continual professional development and applauding good working practices.
- Continually reviewing and looking to improve the occupational health support we provide our employees.

This policy will be reviewed in accordance with legislation and any relevant changes in within the business. It will subject to an annual review by the People Department. This Policy Statement has been approved by the board and signed on their behalf by:



Steve Harrison
Managing Director

17th June 2026

Document Control:

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17/06/26	Head of Risk & Compliance	1 st Issue	Managing Director	1.0