



## Occupational Health and Safety (OH&S) Policy Statement

Industrial Switchgear Services Limited (ISS Ltd) is a well-established company within the specialist field of Design, Manufacture, Installation, Commissioning and Maintenance of LV HV Switchgear, Associated Protection, Metering Devices and the delivery of complete Power Projects.

The Company operates an OH&S Management System which has certified to ISO 45001:2018

ISS Ltd aim to fully consider, so far as is reasonably practicable, the OH&S and welfare of all its Employees and Contractors while at work, and of others who may be affected by their undertakings, and to comply with all the relevant legislation and other OH&S hazard requirements.

The ultimate responsibility for Health and Safety within ISS Ltd lies with all the Directors and to ensure the principles of OH&S are clearly understood throughout ISS Ltd, management will be committed to:

To ensure the principles of health and safety are clearly understood throughout ISS Ltd, we will be committed to:

1. Ensuring arrangements exist for the effective planning, development and annually review of this OH&S policy;
2. Ensuring appropriate systems are developed and maintained to communicate OH&S matters to the whole Company;
3. Protecting the OH&S of all employees, Contractors and visitors within the Company by preventing work related injuries, ill health, disease and incidents;
4. Complying with relevant OH&S laws and regulations, electrical industry standards and related hazards, voluntary programmes, collective agreements on OH&S and other requirements to which the Company subscribes;
5. Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of the OH&S Management System, particularly Health & Safety Objectives;
6. Continually improving the performance of the OH&S Management System;
7. Provide the necessary information, instruction, training and supervision to employees and others, including temporary employees to ensure their competence with respect to OH&S;
8. Devote the necessary resources in the form of finance, equipment, personnel and time to ensure the OH&S of employees. Expert help will be sought where necessary skills are not available within the Company;
9. Liaise and work with all necessary persons to ensure the OH&S of employees, Contractors and visitors;
10. Periodically review via internal audit and management review this OH&S Policy for continued suitability, particularly existing and new OH&S Objectives and bring any changes to the attention of all employees.

The Company has a duty under Health and Safety Law for on the road and workplace transport activities. The Health and Safety at Work etc Act 1974 states we must ensure so far as reasonably practicable, the health OH&S of all employees while at work and that others are not put at risk by our work related driving activities. Contractors have similar responsibilities.

Employers, managers and supervisors should never allow anyone who is unfit through alcohol or drugs (prescription, over the counter or illegal) to drive any vehicle.

ISS Ltd take all reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and work activities of the Company. We will continuously improve our management systems to protect our employees and others from risks to their health, safety and welfare whilst engaged in Company work related activities.

We recognise that OH&S is the responsibility of everyone and not just management. Employees have specific duties and responsibilities to comply with the letter and spirit of this policy, and have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

Authorising Signature by: (Managing Director)

Date Reviewed: 06/01/2026