

Safety Management System Document		Uncontrolled when printed or downloaded
 <b>LADDERSFREE</b>	<b>Health and Safety Policy Statement of Intent</b>	SMS_L2_LF_001 05/01/2026
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## Health and Safety Policy Statement

LaddersFree knows that its people are our most valuable resource, and therefore their health, safety and welfare is of paramount importance to the well-being of our business. We understand that the most successful way to manage safety and health is to integrate it into our normal business activities. This is achieved by educating our colleagues in the principles of health and safety, and defining their health and safety responsibilities within the business. To further reinforce our positive health and safety ethos, we 'performance manage' health and safety, as we do for any other business function. We believe that this approach allows us to keep to a minimum; workplace injuries, ill health, and it reduces unnecessary losses and liabilities to the business.

### **LaddersFree is committed to:**

- ✓ Providing safe and healthy working conditions to our people in order to prevent work-related injury and ill-health, and is appropriate to the purpose, size and context of the organisation, and to the specific nature of our occupational health and safety risks and opportunities.
- ✓ Providing a framework for setting relevant and appropriate occupational health and safety objectives
- ✓ Complying with all applicable health and safety legislative and regulatory requirements, as well as any other requirements the company may have an obligation to fulfil.
- ✓ Eliminate the health and safety hazards posed by our business processes and activities, and services provided to our clients, and reduce risks to the health and safety of our people and others who may be affected by our activities.
- ✓ Continually improving the health and safety management system, and our business activities and processes that may affect the health and safety management system.
- ✓ Allowing and encouraging the consultation and participation of our workers, and our safety representatives, in relation with health and safety.
- ✓ Reviewing this policy, and others, and procedures within the health and safety management system at regular intervals to ensure that they remain relevant and appropriate.

While our Senior Management Team takes overall responsibility and accountability regarding the prevention of work-related injury and ill-health, as well as the provision of safe and healthy workplaces and activities, we require all of our employees to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions, and co-operate with management and their colleagues to ensure compliance with all legislative requirements and standards, and our health and safety policies and procedures. All staff and suppliers are expected to carry out their duties within the requirements of our Health & Safety Management System to enable us to achieve high standards of health and safety in our workplace.

The Directors and Senior Management Team are committed to developing a positive ethos that promotes, and continually improves, its health and safety at all levels within the Company. We shall ensure that the necessary financial and physical resources are made available, that our employees are competent in the activities they undertake, and that our health and safety policy is made available in a timely manner.

Our health and safety performance will be periodically monitored, and our performance and objectives will be subject to annual reviews.



Terry Oetting  
Director

Dated: 05/01/2026