

## Health & Safety Policy

### Scope of the Business

This policy covers the scope of all Group Solutions Limited Companies (Kings) including:

- Kings Security Systems Ltd T/A Kings Secure Technologies
- Kings Guarding Solutions Ltd
- East Fire Extinguishers & Alarms UK Ltd T/A E-fire
- Silver UK Ltd T/A Silver Group
- Cougar Monitoring Ltd
- Quidvis Ltd

### Purpose

The Health and Safety at Work Act 1974 requires the employer to prepare, and as often as may be appropriate revise, a written statement of the general policy with respect to the health and safety at work of employees.

Kings is a technology solutions provider delivering Design, Installation, monitoring and maintenance of security solutions including fire, electronic, physical and security personnel; enhanced by strategic account management including intelligence gathering, analytic trend based decision making and dissemination, encompassing legal and regulatory requirements to meet its duties under Occupational Health & Safety Law

The policy applies to all Kings employees, temporary and permanent, full and part time, vendors, visitors, contractors and sub-contractors. Any breach of this policy shall be investigated in line with our Disciplinary and Grievance Policy.

We make the latest version of our Policy available to all on our company website and Contractors or collaborating companies should ensure they regularly review this.

Any contractors of Kings or collaborating company found in violation of these policies may be subject to penalties, cancellation of contract, or other legal actions.

### Policy

The Company approach to Health and Safety is based on the key clauses of ISO 45001:2018

This policy will be reviewed at least annually or where any changes to our operations identify a need for review.

It is the Policy of Kings to;

- Establish, maintain and continually improve an Occupational Health and Safety Management System which meets the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements and industry best practice.
- Provide safe and healthy working conditions appropriate and specific to the organisations identified risks and opportunities, we will do this by;
  - Maintaining workplaces to ensure that they are safe and without health risks, including means of access and egress, with adequate facilities and arrangements for employees' welfare.
  - Providing and maintaining working environments and safe systems of work for employees that are safe and free from health risks.
  - Ensuring the safety and absence of health risks in connection with the use, handling and storage of articles and substances.
  - Ensuring that risk assessments are carried out on an on-going basis, with employees participating in the risk assessment process, to provide the identification of hazards and the setting of objectives for elimination and reduction of risk.
- Promote and encourage a positive health and safety culture throughout the organisation by providing sufficient information, through training, instruction and supervision.
- Operate a 'balanced blame' culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence
- Ensure all employees are aware of their individual occupational Health and Safety obligations under the Health and Safety at Work Act 1974.
- Ensure sufficient financial and physical resources are available to meet the requirements of the Occupational Health and Safety Management System, as well as all applicable statutory and regulatory requirements.
- Ensure occupational health and safety objectives are set, monitored and reviewed at regular intervals.
- Arrange for the effective planning, organisation, control, monitoring and review of preventative measures.
- Maintain records to show compliance with the Occupational Health and Safety Management System.

## Health & Safety Policy

The company Chief Operating Officer has been selected by the Chief Executive Officer as the top management representative responsible for Health & Safety within the business.

The company recognises a Health and Safety Policy is not effective unless it actively involves all personnel within the Company. The Company will therefore seek to ensure effective Consultation and Participation and Communication through the top management representative responsible for Health and Safety, the Compliance & Risk Team and Company Employees.

It is the duty of every employee to take reasonable care for the Health, Safety and welfare of themselves and their fellow workers, or other persons who may be affected by their actions at work. Employees must co-operate with the Company to enable our statutory duties to be achieved. To do this, our employees must correctly use all resources provided by the Company in accordance with their instruction and training and must immediately report any defective items or unsafe conditions to their Line Manager.

The effectiveness of the Health and Safety Management System is reviewed by the performance against the company objectives. The framework for setting company objectives is outlined in the Compliance Policy, CPL02.

A handwritten signature in black ink, appearing to read 'Bob Forsyth', is positioned above the printed name.

**Bob Forsyth**  
Chief Executive Officer  
19/06/2024