

## Health & Safety Policy

<b>Section</b>	HSEQ
<b>Subsection</b>	Health & Safety
<b>Procedure</b>	Health & Safety Policy
<b>Version</b>	1
<b>Amended</b>	January 2025
<b>Author</b>	Jon Overman - CEO
<b>Approved</b>	Phill Hemsworth – National HSEQ Manager
<b>Revised for HSS Hire Ireland by</b>	Grace Murphy, Senior HSEQ Advisor
<b>Action</b>	Mandatory – to be displayed in all HSS Hire Ireland locations
<b>Purpose</b>	Statement of intent for compliance with the company's health, safety, and welfare standards. Define the general actions the company implement and monitor for their health, safety, and welfare duties in accordance with ISO:45001
<b>Applies to</b>	HSS Hire Ireland

At HSS Hire Ireland, central to the health and safety culture, is the commitment from senior management to effectively implement the health and safety systems. Investment in continual improvements to reduce our risks and provide the utmost occupational health and safety standards are also undertaken.

This will prevent any accidental occurrence which may directly or indirectly result in: - •

- Injury or occupational ill health to any person(s).
- Damage to or loss of any plant, equipment, property, materials, or products.
- Delays in any processes or operations.
- Events, which may otherwise be detrimental to efficiency.



- Adverse impact upon the environment.

The hire, sales, supply of a variety of tools, equipment, and materials from locations across Ireland. Our provision of safety, health and wellbeing in our workplace considers colleagues and other interested parties including customers, visitors, contractors, local authorities, trade bodies and associations. This is established through our core values, and something we consider in our colleague's performance review process.

The application and promotion of this policy is the responsibility of HSS Hire Ireland Senior Management. Whilst duties and tasks may be delegated the overall responsibility remains that of Senior Management to ensure that 'HSS Hire Ireland' complies with all relevant statutory Health and Safety legislation and approved Codes of Practice.

**At HSS Hire Ireland we;**

- Treat Health and Safety as seriously as other aims.
- Believe that injuries and occupational illness can be prevented.
- Set and maintain high standards of Health and Safety at all locations, including remote and hybrid working colleagues.

HSS Hire Ireland will strive to achieve their strategic and operational goals for health and safety and aims to act responsibly to ensure, so far as is reasonably practicable, the health and safety of all colleagues and interested parties under its control.

**HSS Hire Ireland will:**

- Set and Monitor safety objectives.
- Be committed to continual improvement in health & safety performance.
- Provide and maintain safe systems of work which will minimise risk to health.
- Carry out an assessment of risk for all persons whilst at work.
- Provide sufficient resources for the management of health and safety.
- Equip you with the PPE you need to stay safe at work.
- Provide information, training, supervision, and assurance as is necessary to promote the health and safety of its employees.

- Seek the full engagement of colleagues and clients in implementing this policy and promoting sufficient safety practices.
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- Ensure all colleagues are fit for all the tasks they are required to do.
- Minimise risk of injury or illness created by work activities.
- Ensure that Senior Management actively involve the workforce – including interested parties – as part of a developing health and safety culture.
- Engage in colleague consultations in conjunction with support functions with a view to take on board colleague feedback about keeping our business safe.
- Consult with all relevant colleagues when implementing a management of change.
- Ensure that all incidents and safety observations are appropriately investigated / reviewed to ascertain root cause.

**Each employee has a duty to co-operate by:**

- Complying with appropriate legal requirements and company health and safety rules.
- Reporting serious or imminent danger, incidents or hazards which could lead to injury or damage.
- Reporting any unsafe conditions / acts through the Incident Reporting Centre to ensure their own Health and Safety and challenging the unsafe acts of others.
- Completing safety training in accordance with HSS Hire Ireland policies.
- Always follow training provided.
- Wearing, maintaining, and using the protective clothing and personal protective equipment provided.
- Applying good housekeeping to all areas.
- Refusing to work where any employee feels there is a risk to their own or other's Health and Safety, infrastructure, or environment.
- Working safely in the interests of themselves and others.

The implementation of the Health and Safety Policy and the associated standards is accomplished by responsible management. Implementing a plan, do, check, act approach to our health and safety management system. Non- conforming areas are managed to a satisfactory closure. In addition to the basic Health and Safety arrangements outlined in the above policy, special procedures need to be adopted and applied in relation to specific contracts.

This policy is implemented and communicated at all levels of the organisation. It will be maintained as documented information and made available to all interested parties and reviewed annually by the company's senior management.

A handwritten signature in blue ink, appearing to read "Michael Killeen".

Michael Killeen, Managing Director, HSS Hire Ireland

06.01.2025