

BIGCHANGE HEALTH, SAFETY AND WELFARE POLICY STATEMENT

BigChange Limited regards Health, Safety and Welfare at work as a matter of foremost importance. It is this Company's intention that its work will be carried out in accordance with the relevant statutory provisions and that all reasonably practicable measures are taken to avoid risk to its employees or others who may be affected, and are committed to provide adequate financial and other resources for this purpose.

All staff have the responsibility for implementing this policy throughout the Company and must ensure that Health, Safety and Welfare considerations are always given priority in planning and day-to-day supervision of work, with a view to achieving excellence through continuous improvement, together with efficient and profitable operation.

All employees and sub-contractors are expected to co-operate with BigChange Limited in carrying out this Policy and must ensure their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.

The Leadership Team have appointed Jo Godsmark, the Chief Operating Officer (COO) as having particular responsibility for Health, Safety and Welfare and to whom reference should be made in the event of any difficulty arising in the implementation of this Policy. The company have a competent person who will advise on Health, Safety and Welfare matters.

Governance will include annual reviews to assess key Health and Safety risks and the monitoring, controls and other mitigations that BigChange adopts to minimise risk. Further reviews will be conducted if there are changes to the environment, business or near misses/accidents that suggest a review is required. The Leadership Team will review Health, Safety and Welfare reports/KPIs regularly, investigate issues, and assign actions. The management and staff of the Company will monitor the operation of this Policy.

Each employee is responsible for their own and others' safety and implementing Company safety procedures and for complying with legal requirements on his own job(s).

A copy of this Policy Statement is available to all employees, contractors and interested parties.

For and on behalf of the Board of Directors.



CEO
Director
(reviewed 09/07/2020)