



Safety Policy Statement

Safety, Health, Environment and Quality

HSQ002

October 2025 v1.5

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CONTENTS

1. Approval	2
2. Revision History	2
3. Gaist Solutions Safety Policy Statement.....	3

1. Approval

Date of Initial Published Version:	24 th October 2012
Name and Title of Approver:	Steve Birdsall CEO
Date of Approval (this version)	23 rd October 2025
Classification:	Public

This Safety Policy Statement was originally written and published by Steve Birdsall, Chief Executive Officer for Gaist Solutions as part of the Gaist Health and Safety Plan.

Please contact stephen.berry@gaist.co.uk with questions, comments and improvement ideas.

2. Revision History

The following revisions have been made to the Safety Policy Statement since its initial publication:

Revision Date	List of Changes	Author	Approval
v1.0 28 th February 2019	Publication as stand-alone document. No fundamental changes.	Stephen Berry QM	Paula Claytonsmith MD
V1.1 1 st October 2019	Periodic review. Minor formatting changes.	Stephen Berry QM	Paula Claytonsmith MD
V1.2 15 th October 2020	Annual Review. Conversion to latest corporate format.	Stephen Berry QM	Paula Claytonsmith MD
V1.3 18 th January 2021	Review and amendments to ensure ISO compliance.	Stephen Berry QM	Paula Claytonsmith MD
V1.4 5 th October 2022	Periodic review. Conversion to latest corporate format.	Stephen Berry SHEQ	Steve Birdsall CEO
V1.5 23 rd October 2025	3 yearly review: No fundamental changes.	Stephen Berry SHEQ	Steve Birdsall CEO

3. Gaist Solutions Safety Policy Statement

Gaist Solutions regard the promotion of Health and Safety measures as a mutual objective for Management and Employees at all levels.

It is, therefore, the responsibility of the Company to do all that is reasonable to prevent personal injury and damage to property and to protect everyone from foreseeable work hazards, including the public, in so far as they come into contact with the Company, its operations and buildings. In particular, the Company is committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- Eliminating hazards and reducing occupational health and safety risks.
- Preventing injury or ill health to anyone who may be affected by its work activities.
- Complying with all relevant legal, customer and other third-party requirements.
- Consultation with and participation of staff.
- Continually improving risk management and occupational health and safety performance.

We will achieve these commitments through the following means:

- The implementation and maintenance of an Occupation Health and Safety Management System that is independently certified as compliant with ISO 45001:2018 Occupational Health and Safety Management Systems.
- The systematic identification of hazards present and the application of a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work.
- The maintenance of a set of objectives through consultation and management review, and a supporting programme of work that is focused on eliminating or reducing the major hazards present.
- The clear definition of individual management and employee responsibilities for implementing the Occupational Health and Safety Management System and achieving the Company's commitments.
- The provision of appropriate consultation, participation, information, instruction, training and supervision so that all employees:

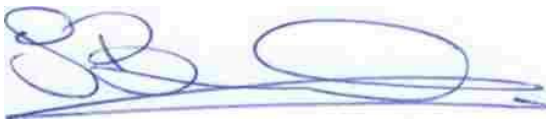
Are actively involved in the health and safety management of the Company;
Are aware of their responsibilities and legal duties; and
Can support the implementation of the Occupation Health and Safety Management System and the development of a proactive health and safety culture.

- The maintenance of effective systems of communication and consultation on health and safety issues with all employees and other persons affected by the Company's activities.

The appropriateness and effectiveness of this policy and the means identified within it for delivering our commitments, will be regularly reviewed by Senior Management. The implementation of this policy is fundamental to the success of our business and should be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Steve Birdsall

A handwritten signature in blue ink, consisting of stylized initials 'SB' followed by a long, horizontal, wavy line.

Chief Executive Officer