



Health and Safety Policy

1. Introduction

1.1 WEA is committed to ensuring the health, safety and welfare of its employees, and it will, so far as is reasonably practical, establish procedures and systems necessary to implement this commitment and to comply with its statutory obligations on health and safety. It is the responsibility of each employee to familiarise themselves and comply with the Company's procedures and systems on health and safety.

1.2 While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees themselves. It is the duty of each employee to take reasonable care of their own and other people's health, safety and welfare and to report any situation which may pose a serious or imminent threat to the wellbeing of themselves or of any other person. If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job or use specific equipment, then it is the employee's duty to report this as soon as possible to their line manager, their health and safety representative or the safety officer. Alternatively, an employee may, if they prefer, invoke the Company's formal grievance procedure or they may make a complaint under the Company's disclosures in the public interest policy.

1.3 Disciplinary action under the Company's disciplinary procedure may be taken against any employee who violates health and safety rules and procedures or who fails to perform their duties under health and safety legislation. Depending on the seriousness of the offence, it may amount to potential gross misconduct rendering the employee liable to summary dismissal.

1.4 The Company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses.

1.5 The Company will pay particular attention to: Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work. Providing a safe means of access to and exit from the workplace. The provision and maintenance of equipment and systems of work that are safe. Arrangements for ensuring safety to health in connection with the use, handling, storage and transport of articles and substances. The provision of such information, instructions, training and supervision as is necessary to ensure the health and safety at work of its employees and other persons.

1.6 The Company also recognises its duty to protect the health and safety of all visitors to the Company, including contractors and temporary workers, as well as any members of the public who might be affected by the Company's work operations.



2. Organisation

2.1 The Board of the Company has overall responsibility for health and safety in the Company. Kat Sikora is the safety officer and has responsibility for overseeing, implementing and monitoring health and safety procedures in the Company and for reporting back to the Board on health and safety matters. The safety officer also conducts regular inspections of the workplace, maintains safety records and investigates and reports on accidents at work.

2.2 In addition, a number of employees have been delegated as health and safety representatives. Further details can be obtained from the HR Department.

3. Training

3.1 Safety training is an integral part of an effective health and safety programme. It is essential that every employee is trained to perform their job safely. All employees will be trained in safe working practices and procedures. Training will include instruction on the safe use of any equipment provided.

4. Employees at special risk

4.1 The Company recognises that some workers may from time to time be at increased risk of injury or ill-health resulting from work activities. The Company therefore requires that all employees advise their line manager if they become aware of any change in their personal circumstances which could result in their being at increased risk. This could include medical conditions, permanent or temporary disability, taking medication and pregnancy.

5 First aid and reporting accidents at work

5.1 First aid boxes are located at strategic points around the workplace. All employees will be shown the location of the nearest first aid box and will be given the names of the designated first aid personnel. This information is also displayed on works notice boards.

5.2 All injuries, however small, sustained by a person at work must be reported to their line manager or the safety officer and recorded in the accident book. Accident records are crucial to the effective monitoring of health and safety procedures and must therefore be accurate and comprehensive. The safety officer will inspect the accident book on a regular basis and all accidents will be investigated and a report prepared, with any necessary action being taken to prevent a recurrence of the problem.

6 Fire

6.1 Fire is a significant risk within the workplace. All employees have a duty to conduct their operations in such a way as to minimise the risk of fire and they are under a duty to report immediately any fire, smoke or potential fire hazards, such as faulty electric cable or loose connections. Employees should never attempt to repair or interfere with electrical equipment or



wiring themselves. The safety officer is responsible for the maintenance and testing of fire alarms and firefighting, prevention and detection equipment.

6.2 Smoke detectors and manually operated fire alarms are located at strategic points throughout the workplace. If a smoke detector sounds or fire is discovered, it is the responsibility of any employee present to activate the alarm and evacuate the building. Fire extinguishers are also located at strategic points throughout the workplace. Employees are expected to tackle a fire themselves only if it would pose no threat to their personal safety to do so. If the situation is dangerous or potentially dangerous, the employee should activate the fire alarm and evacuate the building immediately.

6.3 Fire doors designed to slow the spread of fire and smoke throughout the workplace have been installed at strategic points. Fire doors are designed to close automatically after opening and must never be blocked or wedged open. Fire exits are also located at strategic points throughout the workplace. Fire exit doors and corridors must never be locked, blocked or used as storage space. All employees must ensure they are familiar with their evacuation route and designated assembly point in case of fire. Practice fire drills will be conducted on a regular basis to ensure employee familiarity with emergency evacuation procedures.

6.4 Emergency lighting has been installed in exit corridors and above emergency exit doors in case of power failure. Lifts also have emergency lighting installed although they should not be used in the case of an emergency evacuation.

7. Company safety rules

All employees should be aware of and adhere to the Company's rules and procedures on health and safety. All employees must immediately report any unsafe working practices or conditions to their line manager, their health and safety representative or to the safety officer. Horseplay, practical joking, running in the workplace, misuse of equipment or any other acts which might jeopardise the health and safety of any other person are forbidden. Any person whose levels of alertness are reduced due to illness or fatigue will not be allowed to work if this might jeopardise the health and safety of any person. Employees must not adjust, move or otherwise tamper with any electrical equipment or machinery in a manner not within the scope of their job duties. All waste materials must be disposed of carefully in the receptacles provided and in such a way that they do not constitute a hazard to other workers. No employee should undertake a job which appears to be unsafe. No employee should undertake a job until they have received adequate safety instruction and they are authorised to carry out the task. All injuries must be reported to the employee's line manager or to the safety officer. All materials must be properly and safely used and when not in use properly and safely secured. Work should be well-planned to avoid injuries in the handling of heavy materials and while using equipment. Employees should take care to ensure that all protective guards and other safety devices are properly fitted



and in good working order and must immediately report any defects to their line manager or to the safety officer. Suitable clothing and footwear must be worn at all times. Personal protective equipment must be worn where appropriate. Work stations and work sites must be kept clean and tidy and any spillage must be cleaned up immediately. Employees should use handrails when going up and down stairs, should never read while walking, must close filing cabinet drawers when not in use and must keep all floor areas free of obstruction.

8 Access

Walkways and passageways must be kept clear and free from obstructions at all times. If a walkway or passageway becomes wet it should be clearly marked with warning signs and any liquid spilt on the floor should be wiped up immediately. Trailing cables should not be left in any passageway. Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway. Where a passageway is being used by vehicles or other moving machinery, an alternative route should be used by pedestrians where possible. If no alternative route is available, the area must be clearly marked with warning signs.

9 Tools and Equipment

Company machinery, tools and equipment are only to be used by qualified and authorised personnel. It is the responsibility of all employees to ensure that any tools or equipment they use are in a good and safe condition. Any tools or equipment which are defective must be reported to a line manager or to the safety officer. All tools must be properly and safely stored when not in use. No tool should be used without the manufacturer's recommended shields, guards or attachments. Approved personal protective equipment must be properly used where appropriate. Persons using machine tools must not wear clothing, jewellery or long hair in such a way as might pose a risk to their own or anyone else's safety. Employees are prohibited from using any tool or piece of equipment for any purpose other than its intended purpose.

10 .Manual Handling

Lifting and moving of objects should always be done by mechanical devices rather than manual handling wherever reasonably practicable. The equipment used should be appropriate for the task at hand. The load to be lifted or moved must be inspected for sharp edges and wet patches. When lifting or moving a load with sharp or splintered edges, gloves must be worn. The route over which the load is to be lifted should be inspected to ensure it is free of obstructions. Employees should not attempt to lift or move a load which is too heavy to manage comfortably. Employees should ask for assistance if there is any danger of strain. When lifting an object off the ground, employees should assume a squatting position, keeping the back straight. The load should be lifted by straightening the knees, not the back. Employees should not attempt to obtain items from shelves which are beyond their reach. A ladder or stepping stool should be used. Employees should not use chairs or any make-shift device for climbing and should never climb up the shelves themselves.



11. Travel Risk Management

The company considers as a priority the health, safety and wellbeing of those travelling for work related activity. The company has a duty of care to fulfil 3 main requirements: to have an acknowledged policy document; to conduct a risk assessment; and to provide employees with appropriate information and training.

11.1. An acknowledged policy document

Most conventional travel policies focus purely on cost – justifiably this should be a major control factor on how employees book and conduct travel. However, a good policy should allow travellers flexibility in how they travel when going to higher risk destinations – absence of such direction and awareness can create unnecessary exposure to risk. A travel risk policy does not have to be a standalone document, for example relevant wording in relation to international travel can be a subsection of an organisation's operations policy or in their general travel policy. Moreover, in principle the length and detail of such a policy is unimportant, the key factors are: in some form it must exist; be accessible; be communicated; and be acknowledged by employees. An organisation can have an excellent travel risk policy but it will only be effective if they and their employees follow it and it is reviewed regularly. As a minimum, policies/ wordings should cover: direction on travel bans and which destinations require further authorisation (generally based on travel risk ratings or government restrictions), how travel is booked (for finance and tracking purposes), direction on hotel and ground transportation providers (including self-driving), medical screening and direction on who to contact if the employee encounters an incident. Such a policy needs ownership (by someone) and reinforced from the CEO/ MD down – lack of such leadership and support is likely to lead to an ineffective policy.

11.2. Conducting a risk assessment

Before each business trip (like for any work activity), a risk assessment should be conducted. This risk assessment should factor in two important considerations; what is the risk at the destination and what is the risk profile of the traveller. The law does not expect an organisation to remove all risks, but to protect employees by putting in place measures to control those risks, so far as reasonably practicable. A risk assessment only needs to include what you could reasonably be expected to know. It could be argued that extreme incidents such as terrorism are largely unforeseeable (outside rare occasions where specific intelligence suggests otherwise). Conversely, health issues, road traffic incidents, stress and petty crime are all known and common travel issues that should be addressed and communicated.

11.3. Provide information and training

Organisations should provide their employees with information and training on their policies/ procedures, how to conduct safe travel and who to contact in the event of an incident abroad. By conducting travel safety training, employees are made aware of the most common risks associated with travel and how to mitigate them. Furthermore, through training employees can be directed to appropriate information such as government websites (or other 3rd party services) offering advice on the latest travel risks as well as communicating your company's travel policies and procedures to promote compliant behaviour.