

# Health & Safety Policy

## Policy brief & purpose

This policy outlines the responsibilities of Nextwave Consulting LTD (Nextwave) (and everyone who works for us) to adhere to our responsibility and commitment to providing a hazard free environment.

This policy applies to the following Nextwave Consulting LTD (Nextwave) individuals:

- Employees
- Self-employed contractors
- Consultants
- Interns
- Agency workers

Any reference to another policy within this one does not infer that it applies to the same group of individuals. Please ensure you read the policies and who they apply to, in the overview section first.

If you are an employee, this policy does not form part of your contract of employment and we reserve the right to amend this policy from time to time.

## Control

Version	Created Date	Approved Date	Approved By	Description
1.0	21 <sup>st</sup> March 2022	31 <sup>st</sup> March 2022	Tony Clark, CEO	Baseline version
1.0		22 <sup>nd</sup> March 2023	Tony Clark, CEO	No changes
2.0	9 <sup>th</sup> June 2023	15 <sup>th</sup> June 2023	Tony Clark, CEO	Added Stress Policy

This policy is reviewed and signed off annually at a maximum.

## Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

## Overview

NextWave is committed to ensuring the health, safety and welfare of its Workers, and it will, so far as is reasonably practicable, 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 worker to familiarise themselves and comply with NextWave's procedures and systems on health and safety.

While NextWave will take all reasonable steps to ensure the health and safety of its Workers, health and safety at work is also the responsibility of the Workers themselves. It is the duty of each worker 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 well-being of themselves or of any other person. If a worker 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 worker's duty to report this as soon as possible to their line manager, their health and safety representative or the safety officer. Alternatively, a worker may, if they prefer, invoke NextWave's formal grievance procedure or they may make a complaint under the NextWave's whistleblowing policy.

Disciplinary action under NextWave's disciplinary procedure may be taken against any worker 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 worker liable to summary dismissal.

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

NextWave 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 egress 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 Workers and other persons.

NextWave 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 NextWave's work operations.

### 1. Organisation

- 1.1. The NextWave Management have overall responsibility for health and safety and NextWave HR and the safety officer(s) have responsibility for overseeing, implementing and monitoring health and safety procedures within NextWave 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.
- 1.2. In addition, several Workers have been delegated as health and safety representatives. Further details can be obtained from NextWave HR.

## 2. Workers at special risk

- 2.1. NextWave recognises that some workers may from time to time be at increased risk of injury or ill- health resulting from work activities. NextWave therefore requires that all Workers 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.

## 3. First aid and reporting accidents at work

- 3.1. First aid boxes are located at strategic points around the workplace. All Workers 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.
- 3.2. 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.

## 4. Fire

- 4.1. Fire is a significant risk within the workplace. All Workers 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. Workers 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 fire fighting, prevention and detection equipment.
- 4.2. 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 worker present to activate the alarm and evacuate the building. Fire extinguishers are also located at strategic points throughout the workplace. Workers 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 worker should activate the fire alarm and evacuate the building immediately.
- 4.3. 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 Workers 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 worker familiarity with emergency evacuation procedures.
- 4.4. 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.

## 5. NextWave Safety Rules

- 5.1. All Workers should be aware of and adhere to NextWave's rules and procedures on health and safety.
- 5.2. All Workers must immediately report any unsafe working practices or conditions to their line manager, their health and safety representative or to the safety officer.
- 5.3. 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.
- 5.4. 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.
- 5.5. Workers must not adjust, move or otherwise tamper with any electrical equipment or machinery in a manner not within the scope of their job duties.
- 5.6. 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.
- 5.7. No worker should undertake a job which appears to be unsafe.
- 5.8. No worker should undertake a job until they have received adequate safety instruction and they are authorised to carry out the task.
- 5.9. All injuries must be reported to the worker's line manager or to the safety officer.
- 5.10. All materials must be properly and safely used and when not in use properly and safely secured.
- 5.11. Work should be well-planned to avoid injuries in the handling of heavy materials and while using equipment.
- 5.12. Workers 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.
- 5.13. Suitable clothing and footwear must be worn at all times. Personal protective equipment must be worn where appropriate.
- 5.14. Work stations and work sites must be kept clean and tidy and any spillage must be cleaned up immediately.
- 5.15. Workers 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.

## 6. Stress

- 6.1. We acknowledge that some jobs are more stressful than others, however, accept that most have an element of stress associated with them and this can sometimes be difficult to deal with.
- 6.2. Stress at work can come about for a variety of reasons including excessive workload, unreasonable expectations, or overly demanding schedules. As a reasonable Company, we try to ensure that we have a pleasant working environment and that you are as free from stress as possible.
- 6.3. If you experience unreasonable stress which you think may be caused by work you should raise your concerns with your line manager, or another appropriate member of management.
- 6.4. Your manager will discuss your concerns and the circumstances to determine whether action needs to be taken to address such. This could involve looking to alter the structure and working arrangements of the job to alleviate unnecessary stress.
- 6.5. The Company also operates an Employee Assistance Programme, provided by WOW, accounting and wellbeing partnership company, which all employees can access. This provides numerous support features which should hopefully help support you with managing stress and other pressures you may be facing. Details of how to access this support function will be provided to you separately.

## 7. Access

- 7.1. Walkways and passageways must be kept clear and free from obstructions at all times.
- 7.2. 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.
- 7.3. Trailing cables should not be left in any passageway.
- 7.4. 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.
- 7.5. 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.

## 8. Tools and Equipment

- 8.1. In the unlikely event that you are asked to deploy any NextWave machinery, tools and equipment please ensure that these are only to be used by qualified and authorised personnel.
- 8.2. It is the responsibility of all Workers 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.
- 8.3. No tool should be used without the manufacturer's recommended shields, guards or attachments.
- 8.4. Approved personal protective equipment must be properly used where appropriate.
- 8.5. 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.
- 8.6. Workers are prohibited from using any tool or piece of equipment for any purpose other than its intended purpose.

## 9. Manual handling

- 9.1. 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.
- 9.2. The load to be lifted or moved must be inspected for sharp edges and wet patches.
- 9.3. When lifting or moving a load with sharp or splintered edges, gloves must be worn.
- 9.4. The route over which the load is to be lifted should be inspected to ensure it is free of obstructions.
- 9.5. Workers should not attempt to lift or move a load which is too heavy to manage comfortably. Workers should ask for assistance if there is any danger of strain.
- 9.6. When lifting an object off the ground, Workers should assume a squatting position, keeping the back straight. The load should be lifted by straightening the knees, not the back.
- 9.7. Workers should not attempt to obtain items from shelves which are beyond their reach. A ladder or stepping stool should be used. Workers should not use chairs or any makeshift device for climbing and should never climb up the shelves themselves.