

# Health, Safety & Environmental Policy

Issue: 2.1  
Date Implemented: Dec 2022

**Accepted by:**  
**Name:** Kyri Anastasi

**Title:** CEO

## Change/Review Notes:

Date of Issue/Review	Issue:	Revision No:	Details of Revision
Dec 22	1	0	Doc Implemented
9 Jan 23	2	0	Annual Review: <ul style="list-style-type: none"><li>• Title Added in</li><li>• New Health and safety policy statement created</li></ul>
22 Feb 23	2	1	CFO changed to CEO

## Health, Safety and Environmental Policy

Circle UK Group Ltd recognizes that we have a responsibility to care for the safety, health and wellness of our employees, and the environment in which we operate. Our vision is possible through committed leadership, engaged people, teamwork, and dedicated focus.

We are committed to:

- A vision of reaching zero harm through a risk-based approach;
- Creating a work environment that is safe and without risk to health and that adequate provision is made with regard to the facilities and arrangements for welfare at work;
- Providing adequate resources to ensure a safe and healthy workplace for our employees and contractors and the maintaining of responsible environmental standards;
- Comply with all applicable SHE (Safety, Health, Environmental) legislation, customer requirements, standards, and other requirements to which we subscribe in the United Kingdom;
- Establish objectives and targets which are monitored and measured to continuously improve our SHE management system and performance and reduce risks and impacts;
- Efficient use and conservation of natural resources and the prevention of pollution using a Carbon reduction plan;
- Empower our employees through continuous communication, coaching and training to ensure understanding and competence in SHE management and the tasks they perform;
- Report, investigate and learn from incidents by determining contributing factors and implementing effective corrective and preventative actions to safeguard and determine mitigating controls;
- Measures to improve the safety, health, and environmental management systems and performance;
- Review of the policy annually and at appropriate intervals for relevancy should changes occur in business processes;
- Conduct annual internal and make provision for external audits ensuring certification is maintained, effectively addressing all audit findings and non-conformances.

We hold our leaders at all levels within the organization accountable for safety, health and environmental performance and expect our employees and contractors to actively participate in our pursuit of ensuring all return home safely, without harm daily.

This policy shall form the basis of all work completed by our employees and contractors both in office and on client sites when engaging in work to be performed by Circle UK Group Ltd and shall be made accessible to stakeholders.



**COO – Karol Konicz**



**CEO – Kyri Anastasi**