

Health and Safety Policy Statement

Our commitment to Health and Safety

At Steer, we believe that the effective management of health and safety is an integral and vital part of all our business activities and recognise the need to ensure that our business operations pay due regard to the safeguarding of the health, safety and wellbeing of all employees, visitors and anyone who may be impacted upon by our operations.

We are committed to creating a high quality, safe and healthy working environment with a positive and proactive health and safety culture that encourages consultation and participation with its employees to achieve this goal.

It is our policy and that of our employees, to conduct our business in compliance with applicable health and safety laws and regulations, company policies, core standards and best practices pertaining to occupational health and safety, and to:

- ensure that any place of work is safe, without risks to health and safety, and has adequate facilities and arrangements for welfare at work;
- take action to prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities;
- implement emergency procedures including evacuation in case of fire or other significant incident;
- engage and consult with employees on day-to-day health and safety conditions and provide advice and supervision on occupational health and safety;
- provide information, instruction, training, and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of employees;
- allocate sufficient resources to enable the Health and Safety Policy to be effectively implemented;
- make continual improvement of the management of health and safety an integral part of our daily activities and actions;
- set and periodically review health and safety objectives and performance, and to improve considering any legislative changes and/or needs of the organisation;
- ensure Steer comply with its legal obligations.

It is the responsibility of all our employees to promote and visibly demonstrate a positive safety culture based on shared values, beliefs and expected behaviours.

We recognise the ever-changing obligations required by health and safety legislation and will periodically review this policy and the associated health and safety procedures to ensure that it remains fit for purpose in the protection of employees and anyone else affected by our acts or omissions.



Hugh Jones, CEO

Dated: January 2023

