

# Occupational Health & Safety Policy

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| Document reference         | PWR-POL-006                                                                                                    |
| Version                    | 1.0                                                                                                            |
| Effective date             | September 2026                                                                                                 |
| Document owner / signatory | Director, PWR People Ltd                                                                                       |
| Next review date           | September 2027                                                                                                 |
| Company                    | PWR People Ltd (Company No. 17448327), 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE |

*PWR People Ltd places technicians into genuinely hazardous environments — working at height on wind turbines, offshore, and on live electrical solar systems. This policy sets out how we discharge our health and safety duties as an employer and as a supplier of labour to those sites.*

## 1. Purpose and scope

This policy covers PWR People Ltd's own staff and associates and, critically, the agency and contract workers we supply to client sites. PWR People operates an occupational health and safety management system aligned to the principles of ISO 45001:2018 and is committed to seeking independent certification as the business grows.

## 2. Legal framework

We comply with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Construction (Design and Management) Regulations 2015, the Work at Height Regulations 2005, the Electricity at Work Regulations 1989, the Working Time Regulations 1998, and the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (which require us to obtain and pass on information about health and safety risks and the qualifications required for each assignment). We follow HSE guidance on the health and safety of agency and temporary workers.

## 3. Policy statement

So far as is reasonably practicable, PWR People Ltd will ensure that no worker is supplied to a client site without verified, in-date competence for the work; that health and safety information is exchanged with the hirer before every assignment; and that workers know how to raise safety concerns without fear of detriment.

## 4. Competence verification — sector-specific

Before any placement we verify and record the following as relevant to the role:

- Wind: Global Wind Organisation (GWO) Basic Safety Training modules (Working at Heights, First Aid, Manual Handling, Fire Awareness and, for offshore roles, Sea Survival) and Basic Technical Training; Advanced Rescue Training where required; offshore medical certificate; and any client-specific inductions.

- Solar: relevant electrical competence (for example 18th Edition / BS 7671, ECS/JIB card), MCS-related competence where required, working-at-height and roof-work training, and asbestos awareness.
- All site roles: CSCS or equivalent site-access card, valid right to work, and any hirer-specified requirements.

Certificate expiry dates are tracked in third-party software with automated reminders. We align our approach to RenewableUK / SafetyOn and Solar Energy UK safety expectations.

## 5. Information exchange with hirers

Before each assignment we obtain from the hirer the risks the worker will face, the site-specific controls in place, and the qualifications, experience and training required. We pass the relevant information to the worker in writing before they start. Where a hirer cannot confirm these arrangements we will not supply.

## 6. Responsibilities

The Director is accountable for health and safety and for this policy. Workers must follow site rules and instructions, use PPE provided, and report hazards, incidents and near-misses. Hirers retain their statutory duties as principal contractor, site operator and employer-in-control for the day-to-day management of risk on site.

## 7. Implementation, training and KPIs

We maintain documented pre-placement competence checks, an incident and near-miss log, RIDDOR reporting where applicable, and certificate-expiry tracking. Staff and associates receive health and safety awareness training at induction and annually. Key performance indicators:

- 100% of competence checks completed and recorded before placement.
- Zero placements with lapsed safety certification.
- 100% of assignments with hirer risk information obtained and passed to the worker.
- All incidents and near-misses recorded, investigated and closed out with lessons learned.

## 8. Raising concerns

Safety concerns should be raised immediately with the site supervisor and with the Director. Workers may stop work where they believe there is serious and imminent danger and will not suffer detriment for doing so.

## 9. Review

This policy is reviewed annually by the Director, or sooner following a significant incident or change in legislation; next review September 2027.