

Occupational Health & Safety Policy

Ref: IMS 604

See also the separate document 'display' & informational HI-LEVEL policy.

This & all that follow are the Policies of the 'DIRECTORS'.

To meet our obligations under the Health & Safety at Work Act (HASAWA) and the Management of H&S at Work Regulations (MHSWR), as an organisation, Remote Surveillance is committed to ensuring the health, safety and welfare of all of its employees, 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 Management to ensure each employee is suitably briefed so they can familiarise themselves and comply with relevant procedures and systems on this topic. While we will take all reasonable steps to ensure the health and safety of our employees, health and safety at work is also the responsibility of the employees themselves. It is the duty of each person 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 any employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific task or use specific equipment, then it is their duty to report this as soon as possible to their line manager or to the M.D. and, if this does not address the situation, they may invoke the formal grievance procedure.

Disciplinary action 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.

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

Supporting this we have a series of topic specific sub-policies = IMS 604.

Signed: Mr James Leventhal

Managing Director

Date: 01/01/2026