

GDS TECHNOLOGIES LTD

OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

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ISSUE: N

APPROVED BY: S. UTLEY

REVIEWED: 14 Monthly Management Meeting

A copy of the Occupational Health & Safety policy (G099) has been issued to all members of the company. All new employees will receive a copy and explanation of the environmental policy as part of their induction.

The Directors of GDS Technologies are committed to continually improving the Health, Safety and Environment in the workplace & managing psychological health, safety & well-being for all workers, customers and others who may be affected by our activities.

Our responsibility as part of an occupational health and safety management system ISO45001, includes offering guidance on managing psychological health in the workplace and protecting workers from ill health.

The effective management of Health & Safety demonstrates leadership and commitment to managing psychosocial risk and to promoting wellbeing at work. The aim is to ensure that Health & Safety becomes an integral part of the company's activities.

This will be achieved by providing a framework for managing psychological health & safety risks, by eliminating hazards, minimizing risks, and taking effective protective measures, preventing work related stress, injuries or ill health and providing a safe workplace and environment.

To facilitate this OHS management system, appropriate processes, risk assessments and procedures will be documented, implemented, maintained, and updated to comply with legislations, regulations & standards.

In particular:

Management will demonstrate leadership, commitment, responsibility, and accountability, and placing Health Safety & Welfare in the highest category of management responsibility promoting a culture in the organization that supports the intended outcomes of the OHS management system.

Communication ensuring that the Health & Safety policy is understood, implemented, and maintained at all levels within the company and by others working on our behalf. This is available to interested parties as and when required.

Effective processes to ensure that all workers are aware of the safety hazards arising from the company activities, including the benefits of improved performance to the company, themselves, and our customers.

Psychosocial hazards & risk factors may affect our workers performance & well-being, by providing psychosocial control measures we can demonstrate a supportive environment by allocating resources to their work and workplace conditions. (Organisational Hazards)

Allocation of the necessary resources to maintain the OHS management system by preventing injury, ill health, and pollution by providing behavioural safety, training and appropriate supervision for all workers.

Compliance with all Health & Safety legislations relevant to our activities and any other legal requirements to which we subscribe.

Integration of the OHS management system by working with suppliers, customers and contractors to promote safety awareness and the need to work in a social manner, recognising our responsibilities to any third parties who may be affected by our works.

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Continual performance, evaluation and monitoring of the OHS management system by periodically reviewing the Health & Safety policy statement and management systems thereby ensuring that they remain suitable, adequate, and effective.

We will continue to improve our Occupational Health & Safety Management system ISO45001 by incorporating Psychological Health & Safety at work, by maintaining the resources needed to achieve its objectives with the respect of Managing Psychosocial risks.

The company is committed to consultation and participation of workers, empowering all workers to stop or refuse to work, if they believe their health or safety has been compromised, until a suitable level of investigation and remedial action is carried out.

The intended outcomes of our OHS Management system & Physiological HSMS include:

- a) Continual improvements to our OHS Management System & Physiological Health & Safety performance
- b) Fulfilment of legal requirements and any other requirements
- c) Achievement of OHS Management System & Physiological Health & Safety objectives

Name: Steven Utley

Position: Managing Director

Dated: 01/07/2025

Signed: 

"Through the way we work and behave, workers will be protected from the risks of occupational injury or ill health."

Additional Company Policies In relation to the G099 Health & Safety Policies

- C579 Quality Policy
- G044 Environmental Policy
- G148 Emergency Response Plan
- G1066 Business Emergency Continuity plan
- G496 Sustainability Policy

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