Health & Safety Statement of Intent

Managing Health and Safety effectively is fundamental to Nviro. We are committed to providing a safe, healthy and supportive working environment in which our colleagues, clients, contractors and building users can thrive.

Nviro recognises its legal and moral responsibilities for health, safety and wellbeing and is committed to complying with all applicable Health and Safety legislation and regulatory requirements, including the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, as amended.

Our policy is to protect, so far as is reasonably practicable, the health, safety and wellbeing of our colleagues and anyone who may be affected by our activities. We will take a proactive, risk-based approach to managing Health and Safety, with the aim of preventing injury, work-related ill health and avoidable harm.

Health and Safety is a core business responsibility and is integrated into our operational and strategic decision-making. While everyone has a role to play, managers and leaders are accountable for ensuring that appropriate arrangements, resources, competent people and controls are in place within their areas of responsibility.

Nviro will:

- Comply with applicable statutory and regulatory requirements and maintain effective arrangements for managing Health and Safety.
- Identify hazards, assess risks and implement appropriate control measures using a proportionate, risk-based approach and the recognised hierarchy of controls.
- Provide and maintain safe premises, equipment, vehicles, materials and systems of work.
- Develop and maintain clear policies, procedures, risk assessments, method statements and other arrangements that support this Statement of Intent.
- Provide suitable and sufficient information, instruction, training, supervision and resources to ensure that colleagues and others are competent to undertake their work safely.
- Provide suitable welfare facilities and appropriate personal protective equipment and clothing where required, ensuring that materials and substances are purchased, transported, handled, used and stored safely.
- Consider the prevention of both injury and work-related ill health, including physical and mental wellbeing, where relevant to the risks associated with our activities.
- Consult and communicate with colleagues on health and safety matters and encourage active participation, reporting and suggestions for improvement.
- Ensure appropriate arrangements are in place for contractors, sub-contractors, visitors, customers and others who may be affected by our activities.
- Provide clear and accessible arrangements for reporting hazards, incidents, accidents, near misses and concerns, ensuring that these are investigated proportionately and that lessons learned are communicated and acted upon.
- Monitor Health and Safety performance, including relevant proactive and reactive indicators, trends, incidents, near misses, inspections and audits, and take appropriate action to address emerging risks and prevent recurrence.
- Ensure appropriate emergency preparedness and incident response arrangements are established, maintained and tested where necessary.

Nviro Limited Board Approved. Policy last reviewed September 2026 (Reviewed on an annual basis.)

- Regularly review our Health and Safety arrangements, policies, procedures and performance, including following significant organisational, operational or legislative changes, to ensure their continued suitability, effectiveness and continual improvement.

Nviro Colleagues will:

- Take reasonable care of their own Health and Safety and that of others who may be affected by their acts or omissions.
- Follow Nviro policies, procedures, risk assessments, safe systems of work and instructions relevant to their role.
- Attend and participate in required training and apply the knowledge and skills provided.
- Use equipment, personal protective equipment and other safety measures provided for their intended purpose and report any defects or concerns promptly.
- Report hazards, incidents, accidents, near misses and unsafe conditions as soon as reasonably practicable.
- Cooperate with Nviro in meeting its statutory and organisational Health and Safety responsibilities.
- Raise concerns where they believe that arrangements or working practices may create an unacceptable risk.
- Stop work and follow the appropriate escalation process where they believe they are exposed to serious and imminent danger.

Leadership, Consultation and Communication

Nviro's management team recognises that effective Health and Safety requires visible leadership, accountability and participation at every level of the organisation.

Our Health and Safety Committee meets quarterly to review Health and Safety performance, significant risks, incidents and trends, actions arising from inspections and audits, and relevant legislative or regulatory developments. The Committee also provides a forum for consultation and continuous improvement. Relevant agendas, actions and minutes are made available to colleagues through NviroNet.

Managers are responsible for implementing the arrangements within their areas of responsibility and for ensuring that Health and Safety is considered as part of day-to-day operational planning and decision-making.

Nviro encourages all colleagues to play an active role in maintaining and improving Health and Safety. We will promote open reporting, consultation, participation and communication, ensuring that colleagues are encouraged to raise concerns and contribute ideas without fear of blame or reprisal and take an active role in ensuring a safe working environment is maintained.

We are committed to learning from incidents, near misses, observations, audits and colleague feedback and using this information to continually improve our health and safety performance.

This Statement of Intent will be communicated to all colleagues and reviewed regularly to ensure that it remains appropriate to Nviro's activities, risks and strategic direction.



Position: Managing Director Signature:

Name: Marc Goodey Date: 10/09/26

Managing Health and Safety is essential in creating a safe environment for both our colleagues and our customers to thrive. Nviro is committed to ensuring the development of a positive health, safety, and wellbeing culture by integrating awareness of Health and Safety requirements into everyday working activities and management systems described below.

To support the Health and Safety Policy Statement of Intent, Nviro provide clear policies, procedures, arrangements, and responsibilities.

Nviro has a robust Occupational Health and Safety Management System (OH&S Management System) in place which is accredited to ISO 45001 (OH&S Management Standard.) This accreditation is audited by an external company on an annual basis. Our OH&S Management System contains information, guidance and procedures regarding:

- Health and Safety Responsibilities
- Accident/Incident Reporting and Investigation
- Risk Management – Risk Assessments and Hazard Surveys
- Training and Instruction - Method statements and Toolbox talks
- COSHH Management
- Regulations – including Manual handling, PPE, Working at height and Lone working
- Fire Management
- Inspections and Auditing – internal and external

Purpose and Scope

The purpose of this policy is to establish Nviro's approach to managing Health and Safety and to provide a framework through which risks arising from our activities are identified, controlled, monitored and continually improved.

The policy applies to all Nviro colleagues and, where relevant, contractors, sub-contractors, agency workers, visitors, customers and other persons who may be affected by Nviro's activities.

It applies across all areas of the business, including head office, offices, client premises, operational sites, vehicles and other locations where Nviro colleagues undertake work.

Occupational Health & Safety Management System

Nviro maintains an Occupational Health & Safety Management System (OH&S Management System) aligned to and accredited against ISO 45001.

The OH&S Management System is subject to independent external audit on an annual basis. The system provides the framework through which Nviro manages its Health and Safety responsibilities and supports continual improvement of our Health and Safety performance.

The OH&S Management System incorporates the key requirements of ISO 45001, including:

1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organisation
5. Leadership and worker participation
6. Planning
7. Support
8. Operation

9. Performance evaluation
10. Improvement

The system is supported by policies, procedures, risk assessments, method statements, training, inspections, audits, consultation and performance monitoring.

The OH&S Management System includes arrangements covering, but not limited to:

- Health and Safety responsibilities.
- Accident, incident and near-miss reporting and investigation.
- Risk management, risk assessments and hazard surveys.
- Training, instruction and competence.
- Method statements and toolbox talks.
- COSHH management.
- Manual handling.
- Personal Protective Equipment.
- Working at height.
- Lone working.
- Fire safety.
- Inspections and auditing – internal and external.
- Emergency arrangements; and
- Consultation and communication.

Health and Safety Responsibilities

Health and Safety is everyone's responsibility at Nviro. However, clear levels of accountability are established to ensure that Health and Safety is effectively managed.

Board

The Board provides governance and oversight of Health and Safety and ensures that appropriate resources and arrangements are available to manage significant risks.

Marc Goodey – Managing Director

The Managing Director has overall executive responsibility for ensuring that appropriate Health and Safety arrangements are established, resourced and implemented across Nviro.

Sophie Haines – Strategy Director

The Strategy Director has strategic responsibility for the governance and oversight of Health and Safety management at Nviro.

Dean Savage – Safety Manager

The Safety Manager provides competent Health and Safety Advice, maintains and support the OH&S Management System, monitors assurance activity and reports on performance. Operational Managers remain accountable for implementing Nviro's Health and Safety arrangements within their areas of responsibility

Senior Leadership Team

The Senior Leadership Team is responsible for ensuring Health and Safety is embedded within business planning and operational decision-making.

Managers and Supervisors

Managers and supervisors are responsible for implementing Nviro's Health and Safety arrangements within their areas of responsibility.

Colleagues

All colleagues have a responsibility to take reasonable care of themselves and others and to cooperate with Nviro's Health and Safety arrangements.

Risk Management

Nviro will maintain a systematic approach to identifying hazards and managing Health and Safety risks.

All tasks will be risk assessed where required to identify reasonably foreseeable hazards and establish appropriate control measures.

All risk assessments are reviewed and updated as required annually or following an incident or legislative changes.

Particular consideration will be given to vulnerable workers, young workers, new or expectant mothers, lone workers and colleagues requiring reasonable adjustments, where relevant.

Site Hazard Surveys and Emergency Information

Nviro undertakes site assessments/hazard surveys to identify hazards and establish appropriate health and safety arrangements at client premises.

Where applicable, clients provide Nviro with information regarding site-specific emergency procedures and any additional requirements relevant to the cleaning operation.

Site-specific information and agreed actions will be communicated to relevant colleagues.

Where appropriate, the relevant hazard survey and emergency information will be displayed in the cleaning cupboard or other appropriate location so that it is readily accessible to cleaning colleagues.

Any significant risks or outstanding actions identified through site assessments will be escalated and managed through the appropriate corrective action process.

Safe Systems of Work and Method Statements

Nviro will develop safe systems of work and method statements for activities where these are required to control identified risks.

Cleaning method statements are developed with input from appropriately competent **BICSc Assessors**, where applicable, to support consistent working practices and recognised industry standards.

Training, Instruction and Competence

Nviro recognises that competent people are essential to effective Health and Safety management. Every colleague receives an induction when joining Nviro, including appropriate Health and Safety information and training relevant to their role.

Further training and instruction will be provided based on:

- Role requirements.
- Risk assessments.
- Method statements.
- Legislation and regulatory requirements.
- Identified competence gaps.
- Changes to equipment, substances or working practices; and
- Lessons learned from incidents or audits.

Training may include:

- Health and Safety induction.
- COSHH.
- Manual handling.
- Working at height.
- Lone working.
- PPE.
- Fire safety.
- Equipment safety.
- Emergency procedures; and
- Other role-specific training.

Toolbox talks and other briefings may be used to reinforce safe working practices and communicate specific risks.

Training records will be maintained and monitored to ensure that required training remains current.

Control of Substances Hazardous to Health (COSHH) Management

Nviro will manage hazardous substances in accordance with applicable legislation and its COSHH Management Procedure.

Before a new chemical is introduced for use by a Service Team, an appropriate Safety Data Sheet must be obtained and reviewed.

A COSHH assessment will be completed and made available to colleagues through the online Health & Safety Manual or in hard copy where appropriate.

Personal Protective Equipment

Where risks cannot be adequately controlled through other measures, suitable PPE will be provided in accordance with risk assessment.

Manual Handling, Working at Height and Lone Working

Nviro recognises the risks associated with manual handling, working at height and lone working within cleaning operations.

These activities will be managed through appropriate risk assessments, procedures, training and supervision.

Incident, Accident and Near-Miss Management

Nviro will maintain clear arrangements for reporting, recording, investigating and learning from accidents, incidents, near misses and unsafe conditions.

Colleagues are encouraged to report near misses and hazards as part of Nviro's proactive approach to preventing incidents.

Inspections and Auditing

Nviro will maintain a programme of Health and Safety inspections and audits to monitor compliance and identify opportunities for improvement.

Each operational site will have a safety audit scheduled at least annually, or more frequently where risk requires.

Significant deviations from required standards will be recorded through the appropriate Non-Conformance or corrective action process.

Consultation, Participation and Communication

Nviro is committed to meaningful consultation and participation with colleagues on Health and Safety matters.

Colleagues will be encouraged to:

- Report hazards and near misses.
- Raise concerns.
- Contribute to risk assessments and safe systems of work where appropriate.
- Provide suggestions for improvement.
- Participate in health and safety initiatives; and
- Share lessons learned from operational experience.

Occupational Health and Work-Related Ill Health

Nviro will seek to prevent work-related ill health through appropriate risk assessment, control measures, information, training and monitoring.

Where identified through risk assessment, appropriate occupational health arrangements or health surveillance will be implemented.

Fire Management and Emergency Arrangements

Nviro will maintain appropriate arrangements for fire safety and other foreseeable emergencies.
For the Portsmouth office, Nviro maintains a Fire Safety Plan with designated Fire Marshals and Fire Wardens.

Where Nviro occupies premises managed by a landlord, the Company's arrangements will operate alongside the landlord's fire safety arrangements and procedures.

Nviro offices will have an appropriate Fire Risk Assessment undertaken at a frequency determined by the risk and applicable requirements, normally every 12–18 months where appropriate.

Contractors and Sub-Contractors

Nviro will take reasonable steps to ensure that contractors and sub-contractors undertaking work on its behalf are appropriately competent and understand relevant Health and Safety requirements.

Equipment, Vehicles and Workplace Safety

Nviro will provide and maintain equipment, vehicles and workplaces that are suitable for their intended purpose and maintained in a safe condition.

Monitoring and Performance Evaluation

Nviro will monitor Health and Safety performance through a combination of proactive and reactive measures.

Proactive measures may include:

- Completion of risk assessments.
- Health and Safety inspections.
- Training completion.
- Audits.
- Near-miss and hazard reporting.
- Corrective action completion; and
- Safety observations.

Reactive indicators may include:

- Accidents.
- Injuries.
- Lost time incidents.
- RIDDOR-reportable incidents.
- Work-related ill health; and
- Other relevant incident data.

Performance will be reviewed at appropriate management levels and used to identify trends, emerging risks and opportunities for improvement.

Legal and Regulatory Compliance

Nviro will maintain arrangements to identify and monitor applicable Health and Safety legislation, regulatory requirements and relevant guidance.

Changes that may affect the Company's activities will be assessed and, where necessary, incorporated into policies, procedures, training and operational arrangements.

Emergency Preparedness

Health and Safety considerations will form part of Nviro's wider approach to business continuity and organisational resilience.

The Company will identify foreseeable events that could significantly affect the safety of colleagues, customers or the continuity of operations and maintain appropriate response arrangements.

Health and Safety risks will be considered alongside operational, financial, environmental, technological and other business risks.

Continual Improvement

Nviro is committed to continually improving its Health and Safety performance and the effectiveness of its OH&S Management System.

Policy Review

This policy and the arrangements supporting it will be reviewed at least annually and following significant changes.

Approval

This Health & Safety Policy has been approved by the Nviro Board and Senior Leadership Team and represents the Company's commitment to maintaining high standards of health, safety and wellbeing across the organisation.

Managing Director

Name: **Marc Goodey**

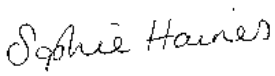


Signature:

Date: 10 September 2026

Strategy Director

Name: **Sophie Haines**



Signature: _____

Date: 18/9/26_____ _____

Safety Manager

Name: **Dean Savage**



Signature: _____

Date: 18/9/26_____

Next Review Date: September 2027_____