



Health & Safety Policy Statement

Issue: 1.0

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Reason for Change

Initial release

Review and Authorisation

	Name	Role	Department
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Owner	Nadeem Raza	CEO	Microlise Board
Approver	Nadeem Raza	CEO	Microlise Board

*Single approver: The approver is confirming that the document is suitable for its intended use and that appropriate soft reviews have been conducted with stakeholders as required

Document Security Classification

Public

No existing release restrictions other than normal non-disclosure rules.

Health and Safety Policy Statement

Microlise is committed to ensuring the health, safety, and wellbeing of our employees, subcontractors and contractors, visitors, and all those affected by our operations. As part of our broader commitment to creating a business built on sustainability, we recognise that a safe and healthy working environment is fundamental to our success and to the integrity of our operations.

We will establish, implement, and maintain a Health and Safety management system that enables us to manage risks presented by our activities and facilities and the way they are used. This will comprise of processes, policies and procedures aligned with current legislation and standards employed in our business.

Microlise will:

- Set annual objectives and management programmes which are compatible with the strategic direction of the organisation.
- Comply with all applicable Health and Safety legislation, regulations, and codes of practice.
- Promote a proactive safety culture where everyone is empowered to identify hazards, report concerns, and contribute to continuous improvement.
- Provide safe working conditions, equipment, and systems of work to prevent injury and ill health.
- Ensure all employees and contractors receive appropriate training, instruction, and supervision to carry out their duties safely and responsibly.
- Conduct regular risk assessments and audits to identify and mitigate potential hazards.
- Engage and consult with employees, contractors and subcontractors on matters affecting their Health and Safety, encouraging open communication and feedback.
- Consult with our customers, partners, and suppliers on requirements for complying with Health and Safety regulations and to support our continued commitment to these standards.
- Ensuring that the necessary resources are available, including appropriate expert advice.
- Monitor performance and review our Health and Safety objectives regularly to ensure continual improvement.

Responsibility for implementing this policy lies with all levels of management, with oversight provided by the Head of Health, Safety, Environment and Facilities. Every employee, contractors, subcontractors and visitors have a duty to take reasonable care of their own Health and Safety and that of others who may be affected by their actions.

I have appointed the Human Resources Director as the Senior Leadership Team member with corporate responsibility for ensuring suitable provisions are made to enable Health and Safety compliance to support this policy.

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, operations, or organisational priorities.



[Nadeem Raza \(Mar 23, 2026 16:49:01 GMT\)](#)

Nadeem Raza

CEO – Microlise Group

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DOCUMENT CHANGE HISTORY

Issue	Date	Reason for change
1.0	23.03.26	First Issue



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