



Health & Safety Policy

The Health and Safety at Work Act 1974 imposes a statutory duty on employers to ensure in so far as is reasonably practical the health and safety of their employees whilst at work. This duty also extends to all others who may be affected by that work.

This XANDER RECRUITMENT GROUP LTD Health and Safety Policy sets out my commitment as Managing Director for the application of a focused Health and Safety ethos on all our business activities, providing the foundation stone for a fully supported Safety Culture that will be promoted at every opportunity. My Senior Management Team (SMT) shall be fully resolute on the provision of safe systems of work for all our operational and support activities with the focus of maintaining all stakeholder wellbeing and improving our working environments.

By application and compliance to the Health and Safety at Work Act 1974, International/National Health and Safety Legislation, Industry Standards, XANDER RECRUITMENT GROUP LTD Management Systems and application of best practice, the SMT will work in harmony with our employees, contractors, clients, and stakeholders to share Health & Safety information at every opportunity.

To deliver this commitment, the SMT will continually review the Health and Safety arrangements and motivate all stakeholders to focus on achieving our safety objectives, by application of the following elements:

- Ensure the XANDER RECRUITMENT GROUP LTD Management Systems are influenced and conform to the requirements of 45001, Construction (Design and Management) Regulations 2015 and associated applicable legislation including industry standards where they apply. This will be undertaken through compliance measurement and continual review, audit and monitoring of our activities.
- Identify, assess, and mitigate all health and safety risks, through elimination, reduction, or control, protecting employees, contractors, stakeholders, and any person affected by our activities and continually improvement in safety performance.
- By involving employees, contractors, stakeholders and suppliers in our Health and Safety Culture initiatives, we will provide appropriate briefings, guidance, communication processes to achieve a level of behavioral safety in line with the XANDER RECRUITMENT GROUP LTD Health and Safety Policies, Management Systems, and a focused safety culture. To strengthen this requirement, I will provide support and training for our employees to enable them to undertake their duties in a safe manner and to challenge safety processes if they feel, they do not meet the standards required.
- Set Health and Safety Targets and Objectives to measure our level of compliance, collect and analyse appropriate Health and Safety performance data to focus on our safe working environment and timely application of remedial actions when a weakness of our safety compliance processes have been identified.
- Concurrence with our clients' needs, in accordance with their Health and Safety Management objectives, targets and contractual requirements and timely application of remedial actions as required.
- Effectively promote this H & S Policy to all project environments, supported by the XANDER RECRUITMENT GROUP LTD Quality, Environment, D & A and Working Time Policies. All Policy



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Statements will be made available at the induction process to all employees, contractors, stakeholders and posted on the XANDER RECRUITMENT GROUP LTD Notice Boards.

Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LTD

A handwritten signature in black ink, appearing to read 'Alex Stockley'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Date: September 2026

Review Date: September 2027