

UCM Global Health and Safety Policy

UCM Global is committed to maintaining a safe and healthy working environment for all employees, contractors, and visitors. This policy outlines our commitment to complying with the Health and Safety at Work Act 1974 and the latest guidance issued by the Health and Safety Executive (HSE).

UCM Commitment Statement

- 🎯 Prevent accidents and cases of work-related ill health.
- 🎯 Manage health and safety risks in all environments, including remote and home-based work settings.
- 🎯 Provide clear instructions, information, and training to ensure employees are competent to do their work.
- 🎯 Consult with employees on matters affecting their health and safety.
- 🎯 Provide and maintain safe equipment and personal protective equipment.
- 🎯 Maintain safe and healthy working conditions in compliance with ISO 45001 and legal standards.
- 🎯 Complete fire risk assessments for all employees and locations.
- 🎯 Ensure continuous improvement of the health and safety management system.
- 🎯 Provide management of incidents and accidents.
- 🎯 Implement measures to prevent work-related stress and mental health risks in accordance with the HSE Working Minds campaign.
- 🎯 Conduct violence and harassment risk assessments in line with the Worker Protection (Amendment of the Equality Act 2010) Act 2024.
- 🎯 Regularly review DSE assessments and respond to issues raised by employees.
- 🎯 Maintain a clear procedure for reporting health and safety incidents and near-misses.
- 🎯 Monitor compliance with updated HSE enforcement and sentencing guidance.
- 🎯 Update this policy annually or immediately following significant legal or regulatory changes.

Responsibilities

Achieving a healthy and safe workplace is a shared responsibility. Management, supported by the OH&S team, holds overall responsibility for ensuring the policy is implemented. Employees are expected to take reasonable care of their own health and safety, and report concerns or risks to their manager.

Homeworking and DSE Monitoring

As many employees work remotely, periodic checks of Display Screen Equipment (DSE) and homeworking conditions will be conducted. Employees must report any issues related to their working environment to ensure risks are addressed promptly.

Policy Add-On – Harassment, Mental Health & Remote Safety

UCM Global recognises the need to proactively prevent workplace harassment, manage stress-related risks, and ensure safe and healthy remote working environments. As part of this commitment, the company will undertake appropriate risk assessments covering mental wellbeing, harassment, and working-from-home conditions in line with HSE and Equality Act 2010 requirements. This policy will be reviewed annually or when significant changes in legislation occur.

Review and Communication

This policy will be reviewed regularly and updated as needed to reflect changes in legislation, HSE guidance, or organisational needs. It will be communicated to all staff, contractors, and suppliers, and made available to the public.

Company Signatures

Signature

A handwritten signature in blue ink, appearing to be "ABM", with a long horizontal stroke extending to the right.

Date 06/08/2025