

BLOOMICE HEALTH AND SAFETY POLICY

Scope

Applies to all Bloomice employees, contractors, visitors, suppliers, and customers on our premises or sites under our control.

Policy statement

We are committed to protecting health, safety, and welfare, so far as reasonably practicable. Effective health and safety management is essential to our business performance and legal compliance.

Our responsibilities

- Meet statutory duties and strive to exceed minimum standards where possible.
- Proactively manage workplace risks and continually seek improvements.
- Protect all people affected by our activities, including contractors and visitors.

What we will do

- Risk control: Identify, assess, and control health and safety risks arising from our activities.
- Safe systems: Provide and maintain safe work systems, safe equipment, safe working conditions, and safe handling of hazardous substances.
- Competence: Ensure all employees are competent to perform their duties through appropriate information, instruction, training, and supervision.
- Information and training: Provide clear health and safety information and ongoing training for new recruits and existing staff.
- Welfare: Provide suitable welfare facilities (washrooms, rest areas, heating, lighting, drinking water).
- Consultation and involvement: Enable employees and their representatives to raise health and safety concerns and participate in safety decisions.
- Safety culture: Regularly review safety standards and drive improvements.
- Reporting and investigation: Promptly report accidents, near misses, and hazards; investigate and implement corrective actions to prevent recurrence.
- Resources: Allocate time and financial resources to meet these aims; use competent people and external specialists when needed.

All employees must:

- Work safely and efficiently using approved methods.
- Take reasonable care of their own health and safety and that of others.
- Follow the company's safety procedures and rules.
- Report accidents, near misses, hazards, defects, or dangers promptly.
- Cooperate with safety investigations and implement preventive measures.

Governance and review

- Management bears primary responsibility, but every employee has a legal duty to take reasonable care.
- Detailed organisation and arrangements are documented in the Safety Policy and related procedures.
- This policy will be monitored regularly and reviewed annually, with updates for legislative or organisational changes.

Communication and training

- We will consult with employees on health and safety matters affecting them.
- Health and safety information will be accessible to all staff, contractors, and relevant stakeholders.
- Induction, training, and supervision will be provided and updated as roles change or regulations evolve.
- Training records will be maintained to confirm competency.

Reporting and incident management

- All accidents, near misses, hazards, or dangerous conditions must be reported promptly using established channels (e.g., incident report form or safety portal).
- Investigations will identify causes and preventative actions to prevent recurrence.

Facilities and welfare

- We will maintain safe, clean, well-ventilated, well-lit workplaces with appropriate facilities to support employee welfare.

Review and continual improvement

- The policy will be reviewed at least annually, or sooner if legislation or operations change.
- Objectives and performance will be tracked and communicated to stakeholders.

Key legal context

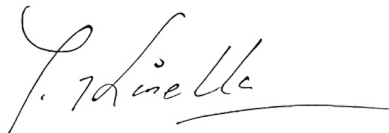
- Health and Safety at Work etc. Act 1974 remains the overarching framework.
- Management of Health and Safety at Work Regulations 1999 (and updates) require risk assessment and effective safety arrangements.
- Responsibilities extend to equality and accessibility; communications should be accessible to all.

Notes for readers

This is a high level policy. Detailed risk assessments, procedures, and control measures are available in the Safety Policy documents and risk registers maintained by the Health & Safety Officer.

For any safety concerns, use the designated reporting channels and follow the Safety Policy.

Approved by: Tony Kinsella (Director)



Approval date: 12 February 2026

Next review: February 2027