

Health & Safety Policy Statement

1. Policy Statement

The Directors of Cutlass Group Ltd are fully committed to ensuring the health, safety, and welfare of all employees, service partners, contractors, visitors, and any other persons who may be affected by the Company's activities.

In accordance with the Health and Safety at Work etc. Act 1974, the Company will take all reasonably practicable steps to provide and maintain a safe and healthy working environment, prevent accidents and work-related ill health, and promote a positive health and safety culture throughout the organisation.

Health and safety is regarded as an integral part of the Company's operations and business performance. The Directors recognise that effective health and safety management contributes directly to service quality, staff wellbeing, legal compliance, and the reputation of Cutlass Group Ltd.

2. Legal Framework

Cutlass Group Ltd will comply with all relevant health and safety legislation and approved codes of practice, including but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Workplace (Health, Safety and Welfare) Regulations 1992
- Provision and Use of Work Equipment Regulations (PUWER) 1998
- Personal Protective Equipment at Work Regulations 1992 (as amended)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- Equality Act 2010 (as it relates to health and safety and reasonable adjustments)

The Company will also follow relevant HSE guidance, industry best practice, and client-specific health and safety requirements.

3. Organisation and Responsibilities

3.1 Directors

The Directors of Cutlass Group Ltd have overall responsibility for health and safety and will:

- Ensure that health and safety arrangements are established, implemented, and maintained
- Allocate adequate resources to support health and safety objectives
- Ensure competent persons are appointed to manage health and safety matters
- Review health and safety performance periodically

- Promote a positive safety culture throughout the organisation

3.2 Responsible Person for Health & Safety

Named Responsible Person:
Humayun Shahzad

The Responsible Person will:

- Oversee the implementation of this Health & Safety Policy
- Ensure risk assessments and method statements are completed and reviewed
- Monitor compliance with legislation and company procedures
- Investigate accidents, incidents, and near misses
- Liaise with clients, enforcing authorities, and external advisors as required
- Ensure health and safety information is communicated effectively to staff

3.3 Managers and Supervisors

Managers and supervisors are responsible for:

- Implementing health and safety procedures within their areas of control
- Ensuring staff are competent, trained, and adequately supervised
- Identifying hazards and reporting concerns promptly
- Ensuring risk control measures are followed
- Supporting accident and incident investigations

3.4 Employees and Service Partners

All employees and service partners have a duty to:

- Take reasonable care of their own health and safety and that of others
- Follow company policies, procedures, and training
- Use equipment correctly and report defects immediately
- Report hazards, near misses, accidents, and unsafe conditions
- Cooperate with management on health and safety matters

Failure to comply with health and safety requirements may result in disciplinary action.

4. Risk Assessment and Safe Systems of Work

Cutlass Group Ltd will:

- Conduct suitable and sufficient risk assessments for all activities
- Identify hazards associated with security operations, lone working, night work, conflict management, and public interaction
- Implement control measures to eliminate or reduce risk
- Review risk assessments regularly and following any significant change or incident
- Develop and implement safe systems of work and site-specific instructions

5. Training, Information, and Supervision

The Company is committed to ensuring all personnel are competent to carry out their duties safely and will:

- Provide health and safety induction training to all staff
- Deliver role-specific training relevant to security operations
- Provide refresher training where required
- Ensure appropriate supervision is in place, particularly for new or lone workers
- Communicate health and safety information through briefings, digital platforms, and written instructions

6. Health Surveillance

Where identified by risk assessment or required by legislation, Cutlass Group Ltd will:

- Arrange appropriate health surveillance
- Monitor occupational health risks such as stress, fatigue, or exposure to violence
- Take reasonable steps to protect employees' physical and mental wellbeing

7. Equipment and PPE

The Company will ensure that:

- All equipment provided is suitable for purpose and maintained in safe working order
- Inspections and maintenance are carried out as required
- Personal Protective Equipment (PPE) is provided where necessary and used correctly
- Defective equipment is removed from service immediately

8. Welfare and Working Environment

Cutlass Group Ltd will make suitable arrangements to ensure:

- Adequate welfare facilities are available where reasonably practicable
- Access to rest breaks, drinking water, and sanitary facilities
- Consideration is given to lone working, night shifts, and staff wellbeing

9. Accident, Incident, and Near Miss Reporting

The Company will:

- Encourage prompt reporting of all accidents, incidents, and near misses
- Investigate incidents to identify root causes
- Implement corrective and preventative actions
- Report incidents to enforcing authorities where required under RIDDOR
- Maintain records of incidents and investigations

10. Monitoring, Review, and Continuous Improvement

Cutlass Group Ltd will:

- Monitor health and safety performance through inspections, audits, and reviews
- Analyse trends from incidents and near misses

- Review this policy annually or following significant changes
- Continually improve health and safety arrangements in line with best practice

11. Funding and Resources

The Directors commit to providing sufficient funding and resources to ensure that health and safety objectives are met and maintained.

Signed:



Review Date:

12.08.2027

Name:

Humayun Shahzad Group Chairman

Date:

13.08.2026