

HEALTH, SAFETY, & WELLBEING POLICY

The Directorate and Management of PBS Utility Services Ltd prioritise business success through a commitment to the safeguarding of employees, customers and third parties affected by its acts or omissions. PBS Utility Services Ltd operate within a legislative framework established by principal acts, regulations, and published guidance.

The scope and context of this policy cover all PBS Utility Services Ltd operations and business support functions whether office, site or home based. The Scope includes: the provision of Overhead Line (OHL) Surveys (up to 33kV), New Connections Surveys, OpenReach Pole Surveys, Affixing Signs and Protective Guards to Utility Assets, and the Provision of Miscellaneous Support Services to Utility Contractors using Direct Staff and/or Bona Fide Sub-Contractors.

Arrangements enacted by the company to ensure legal compliance and the safeguarding of its employee's contractors, and third parties i.e., its policies, procedures, and processes, must be always adhered to. Failure to do so compromises the safety of all stakeholders. PBS Utility Services Ltd.'s Health and Safety management system is designed to comply with the requirements of ISO45001:2018.

PBS Key Objectives:

- Ensure that good Health and Safety management is an integral part of our business culture.
- Through effective leadership and continual improvement strive to ensure that all stakeholders are aware of the Health and Safety impacts of our business and understand how through cooperation we can conduct business in a safe manner.
- Report and audit our Health and Safety performance to demonstrate accountability and affect continual improvement of our Health and Safety management system.
- Through effective and regular communication ensure that stakeholders are aware of their individual responsibilities in respect of Health and Safety.
- Commitment to the consultation and participation of employees in all aspects of Health, Safety and Wellbeing related matters.
- Commitment to eliminate hazards and reduce OH&S risks.
- Ensure that the needs and expectations of Interested Parties are considered and met if deemed to be compliance obligations.
- To provide:
 - Adequate control of health and safety risks arising from our work activities
 - Safe plant and equipment
 - All employees with the information, instruction, training, and supervision they need to work competently, safely, and effectively
 - Safe and healthy working environment for employees that take into account their mental wellbeing
 - Adequate facilities and arrangements for welfare of employees
- Maintain a high level of awareness of Health and Safety risks amongst our employees and integrate safety management into training.
- Ensure that all employees are suitably trained to carry out their particular work activity in a competent and professional manner.
- To develop health and safety awareness and individual responsibility for health and safety encouraging full and effective consultation on health and safety matters.
- To ensure safe handling and use of substances.
- To prevent accidents and so far, as is practicable cases of work-related ill health.
- To supervise and manage the activities of any sub-contractor to a high compliance standard.
- Promote the health and wellbeing of our employees by identifying and controlling workplace related health risks, encouraging employees to be proactive about their mental and physical health, and enabling access to support if required.

Signed:



P. Bebb – Director



A. Jones – Director



S. Piggott – Director



R. Jones – Director

Date: 08/07/2026

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