



Health, Safety, and Welfare Policy Statement 2026

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Effective Date: 1 January 2026

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1. General Statement of Intent

GreenTech Scotland recognizes and accepts its legal and moral responsibilities as an employer under the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999.

Operating within the commercial electrical, fire safety, and renewable energy sectors, we understand that our engineers work in complex, high-risk environments. Our primary objective is to execute all operations, from high-voltage switchgear upgrades to commercial solar PV installations, with zero harm to our employees, our clients, supply chain partners, and the general public.

Health and safety is not treated as a secondary compliance function at GreenTech Scotland; it is the foundational metric of our operational success and is integrated into every stage of our project lifecycle, from initial design and procurement to final commissioning.

2. Core Commitments and Objectives

To achieve a zero-harm environment, the Management Team of GreenTech Scotland is committed to the following objectives:

- **Risk Management:** To identify hazards and systematically assess risks arising from our work activities, implementing robust control measures and dynamic risk assessments for every site.
- **Competence & Training:** To ensure that all employees are highly competent to safely execute their duties. This includes maintaining mandatory ECS (Electrotechnical Certification Scheme) cards, NICEIC compliance, BAFE accreditation, and specialized training (e.g., IPAF/PASMA for working at heights, asbestos awareness).
- **Safe Plant & Equipment:** To provide, rigorously inspect, and maintain safe plant, tools, and personal protective equipment (PPE). All testing equipment will be calibrated in accordance with BS 7671 standards.

- **CDM 2015 Compliance:** To fully discharge our duties under the Construction (Design and Management) Regulations 2015, acting diligently as Principal Contractor or Contractor to ensure seamless site coordination and welfare.
- **Consultation & Communication:** To actively consult with our workforce on matters affecting their health, safety, and welfare, fostering a culture where any employee has the absolute authority to stop work if they deem a situation unsafe.
- **Accident Prevention:** To maintain comprehensive incident reporting systems (compliant with RIDDOR 2013) to investigate near-misses and prevent occupational accidents and ill health.

3. Allocation of Responsibilities

- The Managing Director holds ultimate responsibility for health and safety across the company and for ensuring adequate financial and physical resources are allocated to meet these policy objectives.
- The Chief Operations Officer / Project Managers are responsible for the day-to-day implementation of this policy, ensuring site-specific RAMS (Risk Assessments and Method Statements) are generated, communicated, and adhered to.
- All Employees and Sub-Contractors have a statutory duty to take reasonable care of their own health and safety, and that of others who may be affected by their acts or omissions. They must cooperate fully with GreenTech management to achieve statutory compliance.

4. Continuous Improvement

GreenTech Scotland is committed to the continuous improvement of our occupational health and safety management systems. We will monitor our safety performance through regular site audits, management reviews, and external assessments by our accreditation bodies (NICEIC, SafeContractor).

This policy statement will be displayed prominently at our head office, communicated to all new employees during induction, and made available to our commercial clients, stakeholders, and the public upon request.

Signed on behalf of GreenTech Scotland:

Jonathan William Travers

Managing Director

GreenTech Scotland

Date: 01/01/2026