

Securatex Ltd — Health & Safety Policy

1. Document control

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Owner: Managing Director (MD)

Approved by: Managing Director

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Distribution: All personnel; published on website; provided to clients on request

Related documents (controlled):

- IMS-PRO-RISK-001 Risk Assessment & Method Statement Procedure
- IMS-PRO-INC-001 Incident / Near Miss Reporting & Investigation Procedure
- IMS-PRO-TRN-001 Training, Competence & Toolbox Talks Procedure
- IMS-PRO-PPE-001 PPE & Equipment Control Procedure
- IMS-PRO-CONT-001 Contractor & Supplier Control Procedure
- IMS-PRO-BCM-001 Emergency Planning & Business Continuity (high-level)
- IMS-REG-HSE-001 H&S Risk Register
- IMS-REG-INC-001 Incident Register
- IMS-REG-TRN-001 Training & Competence Records

2. Policy statement



Securatex Ltd is committed to providing a safe and healthy working environment and to preventing work-related injury and ill health. Health and safety is integral to how we plan and deliver security services, including work in dynamic and high-footfall environments such as events, sites, and client premises.

We will:

- comply with applicable UK health and safety legislation and other requirements;
- identify hazards, assess risks, and implement effective controls;
- eliminate hazards where practicable and reduce OH&S risks through structured planning;
- consult with and involve workers in health and safety matters;
- provide information, instruction, training, supervision and welfare appropriate to role and risk;
- ensure incidents, near misses and hazards are reported, investigated and acted upon; and
- continually improve our OH&S management system performance.

3. Scope

This policy applies to all Securatex Ltd operations and personnel, including:

- employees, contractors, agency workers and any person working under Securatex Ltd direction;
- activities delivered at client sites, venues, events, and during travel between locations;
- subcontracted activities where Securatex Ltd is responsible for planning, control, or oversight.

4. Legal compliance and other requirements

Securatex Ltd will maintain arrangements to identify and comply with applicable OH&S legal requirements and relevant client/site rules, including (where applicable):

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)
- First aid requirements, fire safety arrangements and relevant workplace/venue rules
- Manual handling, work at height, PPE, and workplace welfare requirements as applicable to tasks

(Full legal register maintained internally where required.)

5. OH&S planning and risk controls

We will plan operations using risk-based thinking and, where applicable, documented risk assessments and method statements appropriate to:

- the environment (site/event/venue/public interface);
- the task (access control, patrols, searching where authorised, crowd management support);
- foreseeable hazards (violence/aggression, slips/trips, fatigue, lone working, vehicles, weather, manual handling).

Controls will follow the hierarchy of control:

1. eliminate hazards where practicable;
2. substitute safer methods/equipment;
3. engineering controls;
4. administrative controls (planning, briefings, staffing levels, supervision, barriers, signage);
5. PPE (as a last line of defence).

Operational briefings, assignment instructions, and supervision arrangements form part of our OH&S controls.

6. Consultation and worker participation

Securatex Ltd will consult with workers and involve them in OH&S matters, including:

- identifying hazards and controls;
- reviewing incidents and near misses;
- suggesting improvements;
- participating in briefings/toolbox talks and safety communications.

Workers are encouraged to stop and report unsafe work and raise hazards without fear of reprisal.

7. Roles and responsibilities

Managing Director (MD)

Securatex Ltd is registered in England and Wales. Company No. 16819007.
Registered Office: 172 Stanley Green Road, Poole, Dorset, England, BH15 3AH

- overall accountability for OH&S performance and compliance;
- ensures the OH&S management system is implemented, maintained, and resourced;
- sets OH&S objectives and reviews performance through management review;
- ensures competent persons are appointed for OH&S functions as required.

Operations Management / Contract Management

- ensures suitable risk assessments and controls are in place for contracts and deployments;
- ensures site rules, emergency arrangements and welfare provisions are communicated;
- ensures staffing, supervision, and competence are appropriate to risk;
- ensures incidents are reported, investigated and corrective actions implemented.

Supervisors / Team Leaders

- deliver briefings, monitor compliance with controls, and correct unsafe behaviours;
- ensure staff are fit for duty, equipped appropriately, and understand emergency procedures;
- ensure incidents and hazards are promptly reported and recorded.

All personnel

- take reasonable care of their own health and safety and that of others;
- follow instructions, training, and safe systems of work;
- use PPE where required;
- report hazards, near misses, incidents, and unsafe conditions immediately;
- cooperate with investigations and improvement actions.

8. Competence, training and supervision

Securatex Ltd will ensure:

- role-specific induction and site/event briefing before deployment;
- refresher training to reduce skill fade and maintain standards;
- additional training for higher-risk roles/environments (as applicable);
- supervision proportional to risk and client requirements.

Training and competence records will be maintained as controlled records.

9. Incident, near miss and hazard reporting

All incidents, near misses, hazards, and unsafe conditions must be reported promptly in accordance with IMS-PRO-INC-001.

We will:

- provide clear reporting channels for operational staff;
- investigate proportionately to determine root cause;
- implement corrective actions and verify effectiveness;
- meet statutory reporting requirements (e.g., RIDDOR) where applicable;
- communicate lessons learned to prevent recurrence.

10. Emergency preparedness and response

For each site or event, we will ensure that personnel understand:

- emergency arrangements and evacuation routes (where applicable);
- muster points and incident escalation routes;
- roles during emergencies (e.g., supporting venue/event management, preserving life safety).

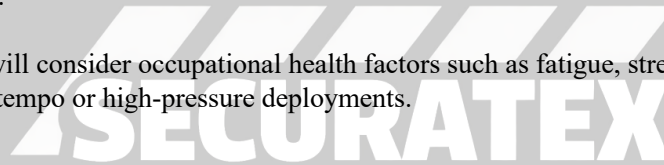
Where Securatex Ltd is responsible for planning elements, emergency procedures and escalation arrangements will be defined and briefed.

11. Welfare and occupational health

We will provide and/or ensure access to appropriate welfare arrangements, which may include:

- rest breaks and fatigue management appropriate to duty length;
- access to drinking water and sanitary facilities as reasonably practicable;
- support for mental wellbeing and stress management in line with operational realities;
- arrangements for first aid provision and emergency medical support appropriate to the environment.

Where relevant, we will consider occupational health factors such as fatigue, stress, and wellbeing, particularly for high-tempo or high-pressure deployments.



12. Contractor and supplier control

Where contractors or subcontractors are used, Securatex Ltd will:

- select and manage them based on competence and compliance;
- communicate applicable OH&S requirements;
- monitor performance and take action where standards are not met.

13. OH&S objectives and continual improvement

This policy is supported by measurable OH&S objectives and KPIs, reviewed at management review and may include:

- reduction in incidents and near misses;
 - completion of risk assessments and briefings;
 - training completion and competence checks;
 - corrective action closure times and effectiveness verification;
 - audit outcomes and improvement actions.
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14. Monitoring, audit and management review

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OH&S performance will be evaluated through:

- active monitoring (supervision checks, site inspections);
- incident trend analysis;
- internal audits;
- management review of effectiveness, resources, and improvement plans.

15. Review

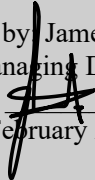
This policy will be reviewed annually and sooner if triggered by:

- significant incident, near miss, or trend;
- change in legislation or client requirements;
- organisational change, new service lines, or new risk profile;
- audit findings requiring improvement.

16. Approval

Approved by James Adams

Name: Managing Director

Signature: 

Date: 7th February 2026

