



## HEALTH AND SAFETY POLICY STATEMENT

The directors, senior management and employees of Paye regard safety as a vitally important and integral part of everything we do.

**Paye has an ongoing commitment to safety at all levels with the aim of creating a safe working environment where accidents are eliminated and good occupational health and safety is promoted throughout the company.**

We aim to communicate the importance of our policies and safe working culture to all persons who may have an effect on our operations by successful engagement and effective dialogue.

- Ensuring the processes and culture adopted by Paye provides a safe working environment fully compliant with current health and safety legislation. Providing and maintaining safe work equipment.
- Providing a clear forum for employee consultation in safety by means of a health & safety committee.
- Establishing and enforcing safe systems of work based on effective hazard identification and risk assessment.
- Recruiting and appointing personnel who have the skills, experience, abilities and competence commensurate with their role and level of responsibility.
- Ensuring that competence is maintained through the provision of training and refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information.
- Achieving industry and nationally recognised accreditations for safety.
- Audit and review safety across the company at regular intervals to ensure compliance

The Managing Director will oversee safety within the company and ensure it is represented at board level.

The company has appointed a health and safety manager who will be the point of contact within the company for implementing the health and safety policy on a daily basis.

The company will ensure sufficient funds are provided at all levels to meet these aims and objectives.

All employees, sub-contractors and third parties are encouraged to contribute towards achieving a work environment that is free of accidents and ill-health by active involvement in our safety culture.

Our health and safety policy will be reviewed annually to ensure that it maintains the highest standards of safety in the industry and that it reflects any changes in legislation or revisions in industry best practice.

**Dominic Peachey**  
Managing Director

**January 2026**