

Control of Substances Hazardous to Health Policy Statement

It is the policy of D2 Global, so far as is reasonably practicable; to ensure that responsibilities for the Control of Substances Hazardous to Health are assigned, accepted and carried out at all levels through the organisation.

The Law:

The Control of Substances Hazardous to Health Regulations (C.O.S.H.H.) provides a legal framework for protecting all employees against hazardous substances arising from work activities. The COSHH Regulations do not apply where legislation exists for specific substances such as The Control of Asbestos at Work Regulations 2002.

Definition:

A substance that is hazardous to health is defined in detail within The Control of Substances Hazardous to Health Regulations for the purposes of this policy; it is defined as "a natural or artificial substance which has the potential to harm a person."

It is therefore our intention to:

- Protect employees and others from Hazardous substances under our control.
- Where any employees and others are liable to exposure to a hazardous substance, we will carry out an assessment of the risks associated with the work of those employees and the necessary steps needed to be taken to meet the requirements of the COSHH Regulations.
- Ensure that the exposure of employees and others to hazardous substances is prevented so far as is reasonably practicable. Where this is not possible, exposure will be controlled in the first instance by means other than personal protective clothing.
- Ensure that any control measures including any personal protective equipment provided, is properly used or applied and that each employee and others make full and proper use of any control measure provided, and that they report any defect they discover immediately.
- Ensure that any control measure provided is maintained in an efficient state and working order and in good repair.
- Ensure that the exposure of employees and others to hazardous substances is monitored in any case where it is necessary to ensure that adequate control of exposure is maintained.
- Ensure arrangements are in place to deal with accidents and emergencies.

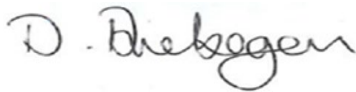
Employees have a responsibility to:

- Follow all systems of work laid down for their safety.
- Make full and proper use of equipment provided for their safety.
- Report any defects in systems, practices or equipment.
- Take reasonable care of their own health and safety and that of others.
- Inform their manager, when they believe that there is a risk of injury.
- Inform their manager immediately, if they feel unwell or ill after having been exposed to a substance

All employees have a role to play in enforcing the policy and are required to deal with any observed or reported breaches. Should employees feel apprehensive about their own safety in regard to addressing any breach, they should seek senior management support.

Failure to comply with this policy may lead to a lack of clarity over job role, learning needs or expected standards of performance, resulting in reduced effectiveness or efficiency, underperformance and putting service delivery at risk. Any member of staff refusing to observe the policy will be liable to disciplinary action in accordance with the company's Misconduct Policy up to and including dismissal.

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.



Signed
CEO

Date: 14th November 2023
(Rev: 11)