



# Occupational Health & Safety Policy

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PDS Ltd has committed to a policy of effectively managing all aspects of occupational health, safety & welfare. This commitment extends to all workplaces, employees and others affected by our operations.

PDS Ltd shall establish and maintain an occupational health and safety management system which satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practice and any other client specific requirements.

PDS Ltd has a number of core company values, which health and safety is embedded within these:

<b>Safety and Sustainability</b>	We will provide a first-class service, to build a market leading reputation.	We aspire to a safe and sustainable business by considering the consequences of our actions, in the community, society and environment in which we operate
<b>Collaboration</b>	We will work as a team for empowered involvement and efficient decision making.	We will ensure that everyone who needs to know is involved and informed at client, company, department and project meetings, sharing knowledge and information with our clients, our partners, our suppliers and our staff

PDS Ltd, Will:

- Provide safe & healthy working conditions, along with the necessary information, training, advice, and resources to enable its employees to undertake their health and safety responsibilities effectively.
- Strive for continual improvement in occupational health and safety management and performance by setting, publishing, and reviewing annual objectives and targets for improvement, reactive monitoring via KPI analysis and investigation, and proactive monitoring and involvement via direct site inspections, open communication with employees and the provision of further training where appropriate.
- Assign appropriate resources to the maintenance of this policy and to comply with all relevant legislative, regulatory, and other requirements to which it subscribes, which are applicable to its occupational health and safety risks
- Assess and control hazards to ensure that activities are conducted with minimal risk, as far as reasonably practicable, to the safety, occupational health and welfare of employees and any others who may be affected by its activities
- Commit to continual improvement in the prevention of injury accidents, incidents and occupational ill health via effective management and the provision of suitable and sufficient occupational health and safety advice
- Consultation and participation with all employees on matters affecting their occupational health and safety
- Promote mental health and wellbeing by identifying and managing psychosocial risks, reducing work-related stress, and fostering an inclusive culture that encourages open communication about mental health.

This policy will be communicated to all employees and prominently displayed at the PDS office and shall be made available to all interested parties. The policy will be reviewed annually as a minimum.

Name	Position	Signed	Date
Nathan Lawson	Managing Director	<i>N Lawson</i>	17/12/2025





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