

I.L.S HEALTH AND SAFETY POLICY

**INDEPENDENT
LINE SERVICES**

Independent Lines Services is committed to continuous improvement in workplace Health & Safety in all aspects of its operations. We will strive to achieve this by the on-going development and implementation of systems and procedures designed to:

- Ensure that no action or inaction by our employees, contractors or sub-contractors results in harm to themselves or any other person or damage to property, plant and process.
- Protect our property, plant and process from accidental damage via the identification and control of all workplace hazards as far as is practicably possible.

To meet our commitment we will, as our highest priority, take all practicable steps to identify, assess and control workplace hazards and keep staff and others on site fully informed of these hazards and associated controls. All hazards will be documented and, with staff co-operation and participation we will take appropriate remedial and follow up action in respect of those hazards.

In the event of work-related injury, I.L.S. will provide the best possible care, via the implementation of an Injury Management and Rehabilitation plan designed to facilitate a speedy recovery and return to normal duties where practically possible.

We will ensure that all our employees are aware of their responsibility for their own safety and the safety of others, pursuant to the provisions of the Health & Safety at Work Act 2015 and subsequent amendments. This will be facilitated via the development and use of safe operating practices and procedures and the provision of appropriate training and the accurate and timely reporting and recording of workplace hazards, accidents, incidents and near misses.

I.L.S recognizes that the management of Health & Safety is the responsibility of everyone and will consult and cooperate with employees and their representatives for the purpose of ensuring continuous improvement. In order to achieve this we will hold staff Health & Safety meetings to discuss and develop plans for improvement. We will also involve employees and their representatives on other Health & Safety initiatives on an “as and when required” basis.

I.L.S will develop systems, procedures, standards and workplace conditions designed to ensure compliance with the requirements of the H&SW Act and associated Regulations, Codes of Practice and Industry Guidelines. Copies of these documents will be made available to employees.

As Director of I.L.S. I am responsible for the implementation of workplace Health and Safety and Training policies. However, all members of the management team are accountable for the wellbeing of people at work and their management of Health & Safety issues is assessed as part of their Performance Reviews.

Matt Southorn



**Director
Independent lines Services
March 2026**