



Health, Safety & Welfare Policy

IDE Systems Ltd recognises that it has responsibilities for the health, safety and welfare of our employees whilst at work and others who could be affected by our work activities. IDE will assess the hazards and risks faced by our employees in the course of their work and take action to control those risks.

Our managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of our employees and anyone else likely to be affected by the operation of our business.

IDE intends meeting its obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by;

- providing leadership and adequate control of identified health and safety risks;
- consulting with our employees on matters affecting their health and safety;
- providing and maintaining safe plant and equipment;
- ensuring the safe handling and use of substances;
- providing information, instruction, training where necessary for our employees
- ensuring that employees are competent to do their work and providing appropriate training;
- preventing accidents and cases of work related ill health;
- actively managing and supervising health, safety & welfare at work;
- having access to competent advice;
- aiming for continuous improvement in our health, safety & welfare performance and management through regular reviews and revision of this policy; and
- the provision of the resource required to make this policy and our health, safety and welfare arrangements effective.

IDE recognises that:

- It is our duty to co-operate and work with other employers when we work at premises or sites under their control to ensure the health, safety & welfare of all those at work; and
- It is our duty to co-operate and work with other employers and their workers, when their workers come onto our premises or sites to do work for us, to ensure the health, safety & welfare of everyone at work.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation whilst at work, we will also remind them of their duty to take reasonable care for themselves and for others who might be affected by their activities.

These duties are explained on first employment at induction and also set out in IDE's Employee Safety Handbook, given to each employee, which sets out their duties and includes our specific health and safety rules.

Responsible Person: Wayne Woodhead

Position: Managing Director

Signature: _____

Date:

7th January 2026

