

# Health & Safety Policy Statement

## Top things to takeaway



### **Leadership Owns Safety**

Executive Board accountable for H&S.



### **Legal Compliance Mandatory**

Meets Health and Safety at Work Act.



### **Everyone Has Responsibility**

Applies to staff, contractors, visitors.



### **Risks Actively Managed**

Hazards identified, assessed, controlled.



### **Competence And Training**

Workers trained and suitably competent.



### **Continuous Improvement**

Performance monitored, audited, improved.

## Proprietary Notice

Information contained in the document is accurate to the best of Node4's knowledge at the time of publication and is required to be treated as confidential at all times. Information presented herein may not be used, copied, disclosed, reproduced, or transferred to any other document by the recipient, in whole or in part, without the prior written authorisation from a Node4 authorised representative.

## Version control and ownership

**Policy owner:** Kate Lincoln

| Version no | Date       | What changed     | Changed by     | Approver     |
|------------|------------|------------------|----------------|--------------|
| 1.0        | 03/03/2023 | Approved version | Alyson Cooling | Vicky Withey |
| 1.1        | 01/08/2024 | Annual review    | Eddie Adams    | Kate Lincoln |
| 1.2        | 12/03/2025 | Rebrand          | Eddie Adams    | Kate Lincoln |
| 1.3        | 15/04/2026 | Rebrand          | Eddie Adams    | Kate Lincoln |

## What is this policy for?

This policy sets out Node4's commitment to providing a safe and healthy working environment and describes how we manage occupational health and safety risks. It confirms our compliance with applicable health and safety legislation (including the Health and Safety at Work Act 1974) and outlines our approach to planning, support, operational control, performance evaluation and continual improvement of our health and safety management system.

## Who is this policy for?

This policy applies to everyone working for, or on behalf of, Node4, including employees at all levels, the Executive Board and Executive Team, contractors and anyone else working under Node4's control. It also reflects our commitment to protecting the health and safety of clients, visitors and other people who may be affected by our activities.

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# Purpose

Node4 is committed to providing a safe and healthy working environment for all employees, clients, contractors, and visitors.

We will comply with all relevant legislation, including the Health and Safety at Work Act 1974, and we will strive to continuously improve our health and safety performance.

# Commitment

## Leadership and Employee Participation

- The Executive Board at Node4 take ultimate responsibility for the health and safety of our workforce.
- We are committed to involving employees at all levels in health and safety matters and ensuring their participation in the development, planning, implementation, performance evaluation, and actions for improvement of the health and safety management system.

## Planning

- We will identify and assess health and safety risks and opportunities.
- We will establish and maintain health and safety objectives that are consistent with our policy and which aim to eliminate hazards and minimise risks.

## Support

- All necessary resources will be provided to ensure that the health and safety management system is properly implemented and maintained.
- We will ensure that all persons working under our control are competent and have been given appropriate training.

## Operation

- We will implement operational controls to manage health and safety risks, legal and other requirements, and emergency preparedness and response.
- We will strive to eliminate hazards and reduce occupational health and safety risks.

## Performance Evaluation

- We will monitor, measure, analyse, and evaluate our health and safety performance.
- We will conduct internal audits at planned intervals to provide information on whether the health and safety management system conforms to our own requirements.

## Improvement

- We are committed to continually improving our health and safety performance and the effectiveness of our health and safety management system.
- We will take appropriate corrective actions when needed and continually seek opportunities for improvement.

# Responsibilities

The Executive Team have established a team of key health and safety personnel to ensure the effective management of health and safety as follows:

- Chief Financial Officer
- Head of Governance
- Head of Quality
- Business Operations Manager
- Facilities Manager
- Head of Data Centre Operations

If you have any Health & Safety concerns, please email a member of the team at [compliance@node4.co.uk](mailto:compliance@node4.co.uk).