Health & Safety Statement of General Policy

Introduction

Scope

This policy applies to **Smart Energy Training T/A Smart Gas Training & Assessment Centre Ltd, Part of the Realise Training Group (Realise)** and all subsidiaries ("the Company"). It sets out the standards and expectations that apply across the Group and is relevant to all employees, contractors, and officers. This policy does not form part of any individual's contract of employment or terms and conditions, and the company may amend it from time to time.

Statement of General Policy

It is our policy and commitment that our operations be executed at all times by suitably trained and competent personnel in such a way as to ensure, so far as is reasonably practicable, the wellbeing of our employees and all persons affected by our activities. Our goal is to undertake our activities on an incident free basis. The effective and robust management of Health & Safety is paramount to our business and business activities.

Our adherence to Quality, Safety, Health & Environment Management, will be achieved through management and leadership. To achieve the high standards expected, we believe that this must be driven from the top down through visible leadership and commitment by including regular audits, reviews, meetings and training. All leaders and staff have a responsibility to work together ensuring statutory guidance and safety best practice are adhered to all the time. We ensure that all employees, learners, visitors, to our sites, contractors and partners understand the legal requirements for themselves and for each other in meeting the requirements set out in statute and herein.

We as Smart Energy Training & All Subsidiaries endorse the following commitment to: Identify and comply with all applicable legal requirements relating to an incident free environment for our employees, learners, contractors and visitors in the communities we operate to keep everyone safe.

Strive for continuous improvement in our processes and services through the involvement and consultation of all employees, contractors and others in the development and implementation of effective integrated management systems programs and procedures and by setting the appropriate leading and lagging Target and Objectives.

Provide safe and healthy working conditions for the prevention of work-related injury and ill health. Regardless of workplace, or indeed if staff are working from home, Smart Energy Training Group & All Subsidiaries expect all staff to follow the same safe working practices and apply this policy at all times.

Promote a positive culture based on performance through the effective identification of hazards, management & control of risks, investigation of incidents, near misses, implementation of appropriate corrective action and the sharing of lessons learnt. Ensure that all employees are aware of their statutory duties and take care of their own wellbeing and that of their colleagues.

All visitors, learners, contractors and employees have the empowerment to stop work in progress if a significant risk is observed that could lead to injury, damage to equipment or the environment. Provide the necessary and appropriate information, training, knowledge and supervision to enable an incident free and safe way of managing business operations.

Appropriate selection, use and monitoring of materials and resources that contribute to the effective protection of the environment and prevent pollution, emissions and waste from our operations. Provide a quality of service and satisfaction to meet customers' requirements.

This policy will be reviewed annually and communicated to all of our employees other people working under our control and made available to all visitors and the public, and on request to suppliers, subcontractors and customers.

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Policy Owner	Gregg Scott Chief Executive Officer
Signed by Chief Executive Officer	Gregg Scott Chief Executive Officer