

# Occupational Health and Safety Policy

..... Specialists in business solutions

The Directors of Midshire Business Systems Ltd are committed to the provision of Healthy & Safe working environments, compliance with legal, regulatory and moral obligations and effective OH&S management, for the benefit of the business, employees, visitors, clients and others affected by its activities.

The Managing Director has overall responsibility for effective resource, implementation and periodic review of OH&S policy, via a formal management system meeting the requirements of OHSAS 18001:2007, for which the Compliance Manager shall be responsible for maintaining.

The management system shall identify all hazards associated with its activities, assess the risks, legal requirements and define implemented controls required for the prevention of ill health or injury & compliance with all requirements.

The Management Team shall establish OH&S objectives, against which it shall regularly review performance and identify continuous improvement opportunities.

The Compliance manager shall be the nominated company Health & Safety Officer, who shall be accessible to all employees for consultation regarding OH&S concerns or suggestions and ensure their representation at management review meetings.

It is a mandatory requirement of all employees to conduct their activities in accordance with defined management system requirements and behave at all times in a manner which will not put themselves, colleagues or other persons at risk of injury or ill health.

This policy statement represents my commitment on behalf of the company to effective management of Occupational Health & Safety.

We will work to continually improve the company performance and associated management system, to maintain the health and safety of employees or others effected by our operations. The systems defined have my active full support. They are under continual review and improvement, however once defined are mandatory for all personnel.

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**Phil Powell**  
**Managing Director**

**January 2016**