

Environmental, Health, and Safety (EHS) Policy

| Version | Date |
|---------|-----------|
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Policy Statement

1. Health and Safety

At Magnum Security Services, we are committed to providing a healthy and safe working environment for our employees, contractors, and clients impacted by our operations. We aim to comply with all applicable health and safety legal requirements and implement best practice health and safety management standards across company sites.

Everyone at Magnum Security Services shares responsibility for creating a healthy and safe working environment. Employees are expected to take ownership of their safety and are encouraged to report any concerns.

The Managing Director has overall responsibility for ensuring that appropriate policies, procedures, and safeguards are implemented. This includes providing everyone at Magnum with access to necessary information, training, and supervision.

2. Sustainability

Magnum Security Services defines sustainability as managing the company responsibly, promoting innovation, and assuming responsibility for employees, the environment, and the community. We aim to minimize harm to the natural environment and enhance it where possible through best practices, community engagement, and partnerships.

Commitments include:

- Preventing pollution and reducing waste.
- Considering the effects of operations on the local community.
- Reducing adverse environmental impacts where practicable.
- Promoting environmental awareness among suppliers, contractors, and partners.

Policy Scope

This policy applies to all employees, contractors, service providers, visitors, and others associated with Magnum Security Services.

Responsibilities

Managing Director

- Maintain a health and safety policy meeting company and legal requirements.
- Ensure resource availability for policy implementation.
- Monitor adherence to the safety policy.

Operations Manager

- Implement safety policies and procedures for areas under control.
- Ensure fire risk assessments and emergency arrangements.
- Review accident and incident investigations.
- Ensure employee competency and training.
- Conduct annual safety reviews.

Site Managers/Supervisors

- Conduct site health and safety assessments.
- Define risk assessments and emergency procedures in assignment instructions.
- Provide employee information, training, and supervision.
- Address safety issues with clients and ensure compliance with safety policies.

All Employees

- Cooperate in inspections, risk assessments, and investigations.
- Attend required training.
- Follow safety procedures and report unsafe occurrences.
- Undertake work safely and responsibly.

Procedures

Accidents

Recording and Reporting:

- Record all workplace accidents in an approved accident book.
- Investigate and document accidents to prevent recurrence.

- Notify the appropriate manager of incidents requiring reporting to enforcing authorities.

Consultation

Managers are responsible for daily consultations on health and safety issues. Employees may escalate unresolved concerns to the company's health and safety advisor.

Fire Safety

Risk Assessments and Procedures:

- Conduct fire risk assessments to minimize risks and ensure safe evacuation.
- Display evacuation procedures in all premises.
- Test fire alarms weekly and conduct annual fire drills.

Personal Protective Equipment (PPE)

Provide employees with appropriate PPE to mitigate risks. Employees must use, store, and maintain PPE as instructed and report defects.

Risk Assessments: Customer Premises

Assess risks associated with services provided on client sites, ensuring compliance with statutory requirements. Work with clients to provide adequate welfare facilities and mitigate risks.

Smoking

Smoking is prohibited in enclosed workplaces and vehicles. Employees may smoke only in designated areas agreed upon with their line manager.

Road Safety

Emergency Response Vehicles and Employee Transportation

Recognizing the risks associated with operating emergency response vehicles and buses for employee transportation, Magnum Security Services is committed to implementing comprehensive road safety measures.

Road Safety Commitments:

- Ensure all emergency response vehicle drivers and bus operators are licensed and receive regular training on safe driving practices.
- Conduct routine maintenance and inspections of all vehicles to ensure safety and reliability.
- Equip vehicles with GPS tracking systems and panic buttons linked to the Operations Control Center (OCC).
- Develop and implement policies on driving hours to prevent fatigue-related incidents.
- Promote defensive driving techniques among drivers to reduce the risk of accidents.

Emergency Response Procedures:

- Develop clear protocols for handling road incidents involving emergency response vehicles or employee transportation.
- Ensure drivers are trained to respond to emergencies, including accidents and medical crises.

Employee Safety in Transit:

- Provide all transported employees with guidance on safety protocols while using company-provided buses.
- Regularly review and update transportation policies to align with legal requirements and industry best practices.

Record Keeping Requirements

All assessments, procedures, training, and incident records should be properly documented and maintained in the company's safety management files.