Health & Safety Policy

The management of MiX Consultancy recognises that it has a legal duty of care towards protecting the health and safety of its employees and others who may be affected by the Company's activities, and that managing health and safety is a business-critical function.

Our employees also have a duty to take care of themselves and others that may be affected by their acts or omissions.

To enable these duties to be carried out, it is our intent to ensure that responsibilities for health and safety matters are effectively assigned, accepted and fulfilled within the Company.

Therefore, MiX Consultancy will, ensure that:

- The Occupational Health & Safety Management System conforms to ISO 45001:2018, providing a framework for setting OH&S objectives and achieve continual improvement;
- MiX is committed to continual improvement of the Occupational Health & Safety Management System and continual improvement of health and safety performance;
- MiX is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, eliminating hazards and reducing OH&S risks;
- Comply fully with all applicable legal requirements, codes of practice, regulations and other requirements;
- Provide adequate resources, including financial, human and others, to ensure the proper provision for health and safety at work;
- Carry out and regularly review risk assessments;
- Systems of work that are safe and without risks to health are established and followed;
- Employees are provided with such information, instruction, training and supervision as is necessary to secure their safety and health at work and the safety of others who may be affected by their actions;
- Where appropriate, health surveillance will be provided for employees;
- Work equipment provided is maintained in a safe condition and without risks to health;
- Employees' working environment is safe and without risks to health and that adequate arrangements are made for their welfare whilst at work;
- Encourage staff to identify and report hazards so that we can all contribute towards improving safety;
- Regularly monitor performance and revise policies and procedures to pursue a programme of continual improvement;
- Arrangements are in place for effective employee consultation regarding health, safety and welfare matters;
- MiX Consultancy, to assist in applying the provisions of health and safety law retains a competent person.

The Company requires all employees and regular sub-contractors when at work to:

- Take reasonable care for the health and safety of themselves and others that may be affected by their acts or omissions at work;
- Co-operate with MiX in its statutory duties;
- Not interfere with or misuse anything provided in the interest of health and safety.

This Health & Safety Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

Adam Oliver, Commercial Director

July 2025