

## HEALTH & SAFETY POLICY STATEMENT

Conexus Recovery is committed to maintaining safe and healthy working conditions and to preventing accidents and instances of work-related ill health by ensuring that all activities carried out on company premises or undertaken by its employees are managed in such a manner so as to avoid, reduce or control all foreseeable risks to the health and safety of anyone who may be affected by such activities as far as is reasonably practicable. This policy will be reviewed and revised.

See our OH&S Policy statement as follows:

Conexus Recovery & Field Services are a Debt Recovery and Field Business with offices in Derry/Londonderry, Northern Ireland and Bolton, Greater Manchester. We provide services across the UK and Ireland and specialise in achieving the right outcomes for both our clients and their customers.

We are committed to ensuring safe and healthy working conditions for the prevention of work-related injury and ill health for our workers and other interested parties. Furthermore, we are committed to ensuring the consultation and participation of our workers to ensure improvements are identified and risks are managed. We ensure that hazards are identified and controlled to eliminate and reduce OH&S risks through the hierarchy of controls so that workers and others can be protected from danger.'

We ensure the continual improvement of OH&S management and our OH&S performance through our Integrated management system. The highest standards of Health and Safety are required to achieve OH&S objectives and compliance with ISO 45001:2018. The commitment to Health and Safety excellence involves every employee of the company playing their part in a continual drive towards improved levels of Health and Safety reduction of accidental injuries, ill health and avoidance of other damaging losses to the company.

We are committed to ensuring that all customer, regulatory and legislative requirements are met whilst ensuring that we provide our service in a way that prevents injury and ill-health to our staff. This includes meeting our obligations as required by the Health and Safety at Work Act 1974, the Health and Safety at Work (Northern Ireland) Order 1978 and the Safety, Health and Welfare at Work Act 1989, and other requirements. We aim to achieve the following:

- Provide adequate human, physical and financial resources
- Provide employees with training, instruction and information
- Provide a safe place of work, safe equipment and welfare facilities
- Ensure safe systems of work through documented procedures

We communicate the contents of this policy to all employees, other relevant interested parties, and others under our control, as it requires their involvement and acceptance by each individual of the responsibility to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions. Full co-operation is required as the Company is committed to comply with its legal duties.

All aspects of the Health and Safety Policy, procedures and arrangements are the subject of regular monitoring and measurement with revisions as necessary to maintain a safe place of work and safe systems of work.

Management periodically review the contents of this Policy and related objectives, and our IMS to ensure continual improvement, continuing suitability and compliance with relevant standards together with applicable regulatory requirements. This takes place formally through our regular management review meetings.

All managers, supervisors, employees and external providers are required to support and implement this policy wholeheartedly.

Signed: *Stephen Smith*  
Managing Director

Date: 17/01/2020