



HEALTH & SAFETY STATEMENT OF INTENT

ICTS recognizes that its employees are a vital asset to the organisation and it has a duty to ensure that the proper provisions are made for their health and safety. To achieve this ICTS will:

- recognize that safety is of paramount importance and an integral part of all business activities;
- provide a working environment that protects the health and safety of its employees, all those on our sites and safeguards our neighbours;
- be committed to the systematic identification of hazards, control of risk and the pursuit of progressive and continuous improvements in health and safety;
- carry out risk assessments of all work activities at the planning stage;
- set up management arrangements for producing safety plans, monitoring performance, giving specialist advice and reviewing systems on health and safety matters;
- communicate and consult with employees on matters relating to the health and safety policy and performance;
- establish and maintain an effective health and safety management structure with individual posts having clearly defined safety responsibilities and competencies;
- direct management that there should be no conflict between safety and the demands of the job; and
- provide adequate financial, human and physical resources, which will include the provision of appropriate information, instruction and training so that employees are competent in their job.
- ICTS is committed to a Just Culture where errors and unsafe acts are not punished if unintentional. However, those who act recklessly or take deliberate and unjustifiable risks will still be subject to disciplinary action. We will show our commitment by ensuring that a blame free method of reporting is instituted. No action will be taken against any staff member who reports a safety issue through this system.

The policy is primarily a management responsibility; however, its successful implementation will rely heavily on the cooperation of those who actually carry out the work and take risks to act responsibly and to do everything they can to prevent personal injury to themselves and fellow workers.

Individual Heads of Departments and Senior Managers have defined responsibilities for the management of Health and Safety. Their performance and that of the organisation as a whole will be regularly appraised. Details of the management structure for Health and Safety, and the arrangements for implementing the policy, are contained in the Health and Safety Handbook.

The overall responsibility for this policy, and health and safety rests with me as Managing Director. I will be assisted by all Heads of Departments, Health & Safety Manager in ensuring that the policy is implemented, developed, monitored and reviewed.

A fully copy of ICTS Health and Safety Policy booklet is available upon request (contact: info@icts.co.uk)

This document is reviewed annually in line with the management review.

A handwritten signature in black ink, appearing to read 'D. H. ...', is written over the signature line.

Signature.....

Managing Director

Date: January 2021

ICTS UK & Ireland

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