



INTEGRATED MANAGEMENT SYSTEM

Health and Safety Policy

Health and Safety
ISO 45001:2018

Document Control

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Document Information

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Approved by	Nicholas Love – Managing Director
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Revision History

Version	Date	Description of Change	Approved By
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Approval

By approving this document, the undersigned confirms that the Integrated Management System described herein is adequate, appropriate and effective for the organisation, and authorises its use.

Role	Name & Signature	Date
Prepared by Project Manager	Chloe Sayer	21/07/2026
Reviewed by Managing Director	Nicholas Love	23/07/2026
Approved by Managing Director	Nicholas Love	23/07/2026

1. Purpose and Status of this Document

This is Testa Limited's internal health and safety policy. It sets out how health and safety is organised, planned, carried out and monitored day to day, and what is expected of everyone who works for or on behalf of Testa.

It is a working document, written for internal use. It is separate from, and subordinate to, the IMS Policy, which is the signed top-level statement of intent issued to customers and other interested parties and which carries Testa's ISO 45001:2018 clause 5.2 commitments. Those commitments are not repeated here — this document is the detail behind them.

Order of precedence. Where this policy and a customer's site rules differ, the more stringent requirement applies. Where a task-specific risk assessment, RAMS or permit differs from the general arrangements set out here, the task-specific document takes precedence for that task. If a requirement cannot be met, the work does not start.

This policy is read alongside the IMS Manual (IMSM-TL-01), which describes the wider management system, and the supporting forms and registers listed in Section 8.

2. Scope

This policy applies to:

- **All Testa employees** — site-based and office-based, at Testa premises, in transit and on customer and client sites.
- **Contractors, agency workers and self-employed persons** engaged by Testa, for the duration of their engagement.
- **All Testa activities** — UT, phased array UT, MPI, LPI, visual testing, eddy current, hardness testing, macro examination and rope-access (IRATA) NDT, together with associated travel, equipment handling, storage and office work.

It also covers Testa's duty to persons not employed by Testa who may be affected by its work — customer site personnel, other contractors and members of the public.

3. Organisation and Responsibilities

ISO 45001:2018 clause 5.3 — Organisational roles, responsibilities and authorities

Role	Health and safety responsibilities
Managing Director (Nicholas Love)	Holds overall and final accountability for health and safety at Testa. Provides the resources, equipment, PPE and training budget needed to deliver this policy. Approves risk assessments and RAMS. Determines whether an event is RIDDOR-reportable and makes any report to the HSE. Chairs the management review. Currently also acts as Testa's lead technician (see note below).
Project Manager (Chloe Sayer)	Acts as Management Representative for the IMS. Maintains this policy, the risk assessment and COSHH registers and the training matrix. Books and records employee training and monitors expiry dates. Verifies and retains contractor competence evidence before mobilisation. Arranges and minutes the monthly team meeting. Provides an alternative route for raising health and safety concerns.
Office Manager	Maintains office housekeeping, welfare facilities, first aid provision and fire arrangements at Testa premises. Maintains the training

Role	Health and safety responsibilities
	matrix. Books and records employee training and monitors expiry dates. Verifies and retains contractor competence evidence before mobilisation. Files accident forms, completed task briefing records and training certificates. Completes a DSE self-assessment for their own workstation.
Web / IT Specialist	Works to this policy in respect of DSE, workstation set-up and office safety. Completes a DSE self-assessment and reports any hazard or discomfort.
Health and Safety Advisor (external, contract basis)	Provides competent health and safety advice to Testa in accordance with regulation 7 of the Management of Health and Safety at Work Regulations. Supports risk assessment, policy review, legislative updates and incident investigation. Available to any worker who wishes to raise a concern outside the line.
Technicians and site-based workers	Work to the issued risk assessment, RAMS and permit. Complete the pre-task briefing record. Check equipment and PPE before use. Comply with customer site rules and induction requirements. Report hazards, defects, near misses and incidents. Stop work where it cannot be done safely.
Contractors, agency and self-employed persons	Arrange, fund and maintain their own health and safety and technical training and certification (Section 4.3). Provide evidence before mobilisation. Comply with this policy, the job RAMS and the customer's site rules. Report incidents to Testa the same day. Provide their own insurance and, where working to their own methods, their own risk assessments.
Everyone	Takes reasonable care of their own health and safety and that of others affected by their work; co-operates with Testa on health and safety matters; does not interfere with or misuse anything provided for health and safety (sections 7 and 8, Health and Safety at Work etc. Act 1974).

Note on the dual role. The Managing Director is at present both top management and Testa's only technician. To avoid the conflict this creates, the Project Manager acts as Management Representative and is an alternative route for raising health and safety concerns. Where the Managing Director briefs only himself before a task, the record made is a pre-task control record, not a record of consultation — see 5.2 and 5.3.

4. Competence, Training and Awareness

No one carries out work for Testa unless they are trained and competent to do it. Competence is a combination of training, qualification, experience and awareness of the specific hazards of the task and the site.

4.1 Training provided by Testa to employees

Testa arranges, funds and records the following training for all of its employees. It is booked at induction for new starters and refreshed before it expires.

Training	Who	What it covers	Refresher
Health and Safety (general awareness)	All employees	General duties under the Health and Safety at Work etc. Act 1974 and the Management Regulations; hazard identification; risk assessment principles; the reporting of hazards, near misses and incidents.	3 years
Manual Handling	All employees	Safe lifting, carrying, pushing and pulling; assessing a load before moving it; handling NDT equipment, cases, cable drums, batteries, ladders and consumables; team handling and mechanical aids.	3 years
Confined Space Awareness	All employees	What makes a space a confined space; atmospheric and physical hazards; permit-to-work and entry control; why entry is restricted to certified personnel; emergency and rescue principles. <i>Awareness only — see the note below.</i>	3 years
COSHH	All employees	Hazardous substances used and encountered in NDT — couplants, penetrants, developers, cleaners and solvents, contaminants present on customer plant; labelling and safety data sheets; storage, decanting, spillage and disposal; when a COSHH assessment is required.	3 years
Display Screen Equipment (DSE)	All employees who use DSE	Workstation set-up, seating and posture; screen position and lighting; breaks and changes of activity; eyesight testing entitlement; completing a DSE self-assessment.	On appointment, then on any change of workstation, equipment or role

Confined Space Awareness is awareness-level training. It does not authorise entry into a confined space. Entry is undertaken only by personnel holding current, task-appropriate confined space entry certification for the risk level involved, under a permit to work, with a standby person and a rescue plan (IMSRP-TL-02) in place before entry. Where Testa does not hold that competence in-house, it is engaged from a competent contractor.

4.2 Technical, specialist and role-specific competence

The training in 4.1 is the baseline for every employee. The following are additional and are held only by those whose role requires them. Certification, expiry dates and copies of certificates are recorded in the training matrix.

- **NDT method certification** — PCN or equivalent certification to the appropriate level for each method and product sector the individual is authorised to perform, interpret and report.

- **Rope access** — current IRATA certification at the appropriate level, supported by a valid medical declaration or medical certificate as required by the scheme and the site.
- **Confined space entry** — current entry certification appropriate to the risk level of the space, plus rescue competence where the individual forms part of the rescue arrangement.
- **Work at height, MEWP and access equipment** — operator training appropriate to the equipment used, including harness use, inspection and rescue.
- **First aid, site safety passports and site-specific tickets** — where required by the customer, the site or the scope of work.

Where a job requires a competence Testa does not hold, the work is either declined, sub-let to a competent contractor, or deferred until the competence is obtained. It is not attempted on the basis of experience alone.

4.3 Contractors — training and competence

Contractors are responsible for arranging, funding and maintaining their own health and safety and technical training. Testa does not provide training to contractors.

Testa engages contractors principally where a task requires two persons — typically rope access or confined space work. Before any contractor is mobilised, the Office Manager obtains, checks and retains:

- Evidence of current general health and safety training, and any site safety passport or scheme card the customer's site requires.
- Certification for the specific task — for example IRATA certification and a valid medical for rope access, or confined space entry and rescue certification for confined space work.
- NDT method certification where the contractor will perform, interpret or report inspection.
- Evidence of current employer's liability and public liability insurance.
- Their own risk assessments and method statements where they work to their own procedures, or written acceptance of Testa's RAMS where they work to ours.

Evidence is checked for validity, not just presence — expiry dates are verified. Missing, expired or unverifiable evidence means the contractor is not mobilised. Once on site, contractors are briefed on Testa's arrangements, the job risk assessment and the rescue plan at the pre-task briefing, and sign the briefing record alongside Testa personnel.

4.4 Records, monitoring and induction

- The **training matrix** is maintained by the Office Manager and lists, for each worker, the training held, the date completed and the date due.
- Certificates are retained; expiries are reviewed at least quarterly, and any renewal falling due within three months is raised at the **monthly team meeting** (5.3).
- **New employees** receive an induction covering this policy, the IMS, emergency and reporting arrangements, PPE issue and their role-specific hazards. The training in 4.1 is booked as part of the induction and completed before the individual works unsupervised on site. The induction is recorded and signed.
- Where an incident, a change of equipment or method, or a change in legislation shows a gap in training, retraining is arranged rather than waiting for the refresher date.

5. How Health and Safety Is Managed Day to Day

5.1 Job planning, risk assessment and RAMS

- Before any job is accepted and again before mobilisation, the scope of work is reviewed for hazards, access constraints, substances, equipment and the competence required.
- A **task risk assessment** is produced, or an existing assessment is confirmed as still valid for the job, and controls are applied following the hierarchy of controls — eliminate, substitute, engineer, administer, then PPE.
- A **COSHH assessment** is in place for every hazardous substance taken to site or expected to be encountered on site.
- **RAMS** are issued to the customer where required and are agreed before work starts.
- Site information is obtained in advance: site rules, induction and permit requirements, emergency and evacuation arrangements, first aid provision, welfare, parking and access.
- Where the job involves rope access, confined space entry or MEWP use, the relevant **rescue plan is prepared and in place before work begins** (5.6).
- Risk assessments are reviewed after any incident or near miss, on any change of method, equipment, substance or site conditions, and at least annually.

5.2 Pre-Task Briefings

Every job starts with a briefing recorded on **IMSTBR-TL-01 — Task Briefing Record**. The content of the briefing comes from the job's risk assessment and RAMS; the form is not a substitute for them and does not restate them.

- **Where a crew is present**, the record is both a briefing and a record of worker participation: hazards the crew identify, concerns raised and actions agreed are written on the form, and everyone present signs it.
- **Where the technician is working alone**, the record is a pre-task check and control record under operational planning and control. It is not a record of consultation.
- The form captures the RAMS reference, the working arrangement, site induction validity and expiry, the pre-start checks and the sign-off.
- A briefing is also delivered and recorded on the same form where there is a **standing topic** to cover — following an incident or near miss, a change of procedure or equipment, a seasonal or weather-related risk, or a point raised at the monthly team meeting.
- Completed forms are returned to the office and filed against the job. Anything escalated on a form is picked up by the Project Manager and taken to the monthly team meeting until closed.

5.3 Monthly team meeting

Health and safety is a **standing agenda item at Testa's monthly team meeting**. Given the size and structure of the organisation, this is the primary mechanism for the consultation and participation of workers. All employees attend.

Standing health and safety agenda:

- Accidents, injuries, near misses, dangerous occurrences and work-related ill health since the last meeting, and the outcome of any investigation.
- Hazards, concerns and suggestions raised on task briefing records or directly by any worker.
- Open corrective and preventive actions — owner, due date, status.
- Changes to legislation, customer requirements, sites, equipment, substances or the scope of Testa's activities, and the risk assessments affected.
- Training completed and training due within the next three months.
- Equipment condition, inspection, calibration and any defects reported.

- Progress against the health and safety objectives in IMSOBP-TL-01.
- Any other health and safety matter raised by anyone present.

Minutes are recorded, actions are assigned to a named owner with a due date, and open actions are carried forward until closed. Meeting outputs feed the management review.

5.4 Raising concerns and stopping work

Anyone who believes a task cannot be carried out safely has the authority to stop or refuse that work. No one will suffer any adverse consequence for stopping work, refusing unsafe work or raising a health and safety concern in good faith.

A concern can be raised in any of the following ways:

- On site, with the customer's site contact and with Testa at the same time.
- Directly with the Managing Director.
- With the Project Manager, as Management Representative — so that a concern does not have to be raised with the Managing Director.
- On the task briefing record (IMSTBR-TL-01), in the concerns and actions section.
- At the monthly team meeting.
- With Testa's external Health and Safety Advisor.

Because of the size of the organisation, genuine anonymity cannot be offered. This limitation is recognised and recorded in IMSM-TL-01, and the alternative routes above exist because of it.

5.5 Accidents, incidents and near misses

- **All** accidents, injuries, near misses, dangerous occurrences, damage-only events and cases of suspected work-related ill health are reported to the Managing Director or Project Manager at the time, or as soon as reasonably practicable.
- **A near miss with no injury is still reported.** Near misses are the cheapest warning Testa will get.
- An accident form is completed for every reported event and filed centrally (IMSAIR-TL-01).
- Where the event occurs on a customer site, it is also reported through that site's own reporting arrangements, and the site contact is informed immediately.
- The Managing Director determines whether the event is reportable under **RIDDOR** and makes any report to the HSE within the statutory timescales.
- Every reported event is investigated proportionately to identify the underlying cause, not just the immediate one. Corrective action is raised, assigned and tracked, and the relevant risk assessment, RAMS and training are reviewed.
- Outcomes and trends are reviewed at the monthly team meeting and at management review, and shared with the workforce through a toolbox talk where there is a lesson to pass on.

5.6 Emergency arrangements, first aid and rescue

- On customer sites, Testa personnel follow the **site's** emergency, alarm and evacuation procedures. These are confirmed at induction and again at the pre-task briefing, including the muster point and how to raise the alarm.
- **First aid:** because Testa's work is delivered at customer sites rather than from a fixed place of work, first-aid provision on site is normally by the customer's trained site representatives. Availability is confirmed before work starts. A first aid kit is held at Testa premises and carried in vehicles.

- **Rescue plans** are in place before work begins for rope access (IMS-RP-TL-01), confined space entry (IMS-RP-TL-02) and MEWP work (IMS-RP-TL-03). Rescue arrangements must not rely on the emergency services alone.
- **Lone working:** contact arrangements, expected check-in times and the escalation route if contact is not made are agreed before mobilisation (6.7).

5.7 Equipment, inspection and maintenance

- Equipment is provided fit for purpose, inspected before use, and maintained and calibrated to schedule. Records are retained.
- Statutory and scheme inspections are maintained — including LOLER thorough examination of equipment used to support a person at height, PUWER inspection of work equipment, and portable appliance testing of electrical equipment.
- Pre-use checks are carried out and recorded on the task briefing record. Rope access and height equipment is also checked after use.
- **Defective equipment is taken out of use immediately, labelled, quarantined and reported.** It is not used again until repaired or replaced and verified.

5.8 Monitoring, audit and review

- **Reactive monitoring:** accident, incident and near-miss reports and the actions arising.
- **Proactive monitoring:** training compliance against the matrix, return rate and quality of task briefing records, equipment inspection and calibration status, currency of risk assessments, and site observations by the Managing Director or Project Manager where practicable.
- **Internal audit** of the health and safety arrangements forms part of the IMS internal audit programme.
- **Management review** is held at least annually and considers performance, incidents, audit findings, worker concerns, legal changes and progress against objectives.

6. Topic Arrangements

These are the standing arrangements for the hazards Testa encounters most. They apply unless a task-specific risk assessment, permit or site rule imposes something stricter.

6.1 Personal protective equipment (PPE)

- Testa provides PPE appropriate to the role and scope of work, at no cost to employees, and replaces it when it is damaged, contaminated or expired.
- PPE is the last line of defence, not the first — it is used in addition to the controls in the risk assessment, not instead of them.
- Workers wear the PPE issued, plus any PPE the customer requires on their site; inspect it before use; store it properly; and report any shortfall or damage immediately.
- Contractors provide their own PPE unless agreed otherwise in writing before mobilisation.

6.2 Manual handling

Supporting training: Manual Handling (4.1)

- Loads are assessed before they are moved. Where a load can be broken down, mechanically handled or moved with a second person, it is.
- Workers follow the technique they have been trained in, work within their own limits and ask for help rather than attempting a lift alone.

- Manual handling injuries, strains and near misses are reported like any other incident.

6.3 Hazardous substances (COSHH)

Supporting training: COSHH (4.1)

- A COSHH assessment is held for every hazardous substance Testa uses — couplants, penetrants, developers, cleaners and solvents — and for substances or contaminants reasonably expected to be present on the customer's plant.
- Safety data sheets are held, current and accessible, and are taken to site where required.
- Substances are stored, transported, decanted and disposed of in accordance with the assessment and the manufacturer's instructions. Containers are labelled.
- Workers follow the instruction and training given, use the controls and PPE specified, and report spillages, reactions, skin problems or any concern about a substance immediately.
- Where fluorescent MPI or LPI techniques are used, UV-A lamp use is included in the assessment along with skin and eye protection.

6.4 Display screen equipment (DSE)

Supporting training: DSE (4.1)

- A DSE assessment is completed for every employee who uses display screen equipment as a significant part of their work, and is repeated on any change of workstation, equipment or role.
- Reasonable adjustments identified by the assessment are made.
- Employees are entitled to an eyesight test on request, and to breaks or changes of activity away from the screen.
- Discomfort, eye strain or musculoskeletal symptoms are reported early, not once they become an injury.

6.5 Work at height and rope access

- Work at height is avoided where the inspection can be done another way. Where it cannot, collective protection is preferred over personal protection.
- Only workers with current, appropriate certification and competence work at height, and rope access work is carried out only by IRATA-certificated personnel with valid medical clearance.
- Rope access is never carried out alone — the team composition and rescue arrangement are set out in the rescue plan (IMSRP-TL-01) before work starts.
- Access and fall-protection equipment is inspected before and after every use, is subject to thorough examination at the required interval, and is withdrawn immediately if suspect.
- Weather, exposure, dropped-object risk and exclusion zones are addressed in the task risk assessment.

6.6 Confined spaces

Supporting training: Confined Space Awareness (4.1) — awareness only; entry requires the certification set out in 4.2

- Confined space entry is avoided wherever the inspection can be achieved from outside the space.
- Where entry is unavoidable, it is carried out only under a permit to work, by certificated personnel, with atmospheric monitoring, a standby person and a rescue plan (IMS-RP-TL-02) in place before entry.
- Confined space work is never carried out alone. Where Testa does not hold the competence in-house, a competent contractor is engaged (4.3).

- All employees hold Confined Space Awareness training so that they can recognise a confined space and understand why entry is controlled — it does not authorise them to enter.

6.7 Lone working

- Much of Testa's site work is carried out by a single technician. Before mobilisation, the risk assessment addresses the lone-working element and the customer's own lone-working and permit arrangements are confirmed.
- Site and contact details, expected duration and check-in arrangements are agreed before travel, and an escalation route is in place if contact is not made.
- Lone working is not permitted for rope access, confined space entry or any task the risk assessment identifies as requiring a second person.
- The lone worker maintains reasonable contact with Testa or the site contact and reports any change in conditions, any incident and their departure from site.

6.8 Work equipment (PUWER)

- Only equipment that is suitable, inspected, in calibration and maintained is used, and only by workers trained to use it.
- Equipment is used for its intended purpose and in accordance with the manufacturer's instructions; guards and safety devices are not removed or defeated.
- Faults, damage and near misses involving equipment are reported immediately and the item taken out of use (5.7).

6.9 Slips, trips and falls

- Access routes, housekeeping, lighting, spillages, trailing cables and surface condition are considered in the task risk assessment and reassessed dynamically on site.
- Cables, hoses and equipment are routed and managed so that they do not create a hazard for Testa personnel or others on site.
- Hazards that can be removed safely are removed; those that cannot are reported to the site contact and to Testa.

6.10 Driving and road safety

- Testa provides services nationally, and travel by road is a significant part of the work and a significant risk.
- Drivers hold a valid licence and ensure their vehicle is taxed, insured for business use, MOT'd where applicable and roadworthy, with loads secured and equipment stowed so it cannot move in a collision.
- Journeys are planned to allow for weather, traffic and rest. Fatigue is a health and safety risk: work is rescheduled rather than driven tired, and no one is expected to drive at the end of a long shift if it would be unsafe.
- Mobile phones are not used while driving. The Highway Code and all road traffic law are complied with.
- Vehicles are secured on customer sites and site traffic management rules and speed limits are followed.

6.11 Alcohol, drugs and fitness for work

- No one carries out work for Testa while impaired by alcohol, drugs or any substance, including prescription or over-the-counter medication that affects their ability to work safely.

- Anyone taking medication that may affect their fitness for work informs the Managing Director or Project Manager so the work can be planned around it.
- Customer site drug and alcohol testing regimes are complied with. Detailed arrangements are in the Substance Misuse at Work Policy.
- Any worker who is unable to meet the requirements of this policy because of ill health, injury, medication or any other reason informs the Managing Director or Project Manager immediately. This will be handled confidentially.

6.12 Health, welfare and the working environment

- Welfare provision on customer sites — toilets, washing facilities, drinking water, rest and shelter — is confirmed as part of job planning.
- Working in heat, cold, wind or wet is addressed in the risk assessment; work is stopped or rescheduled where conditions make it unsafe.
- Noise, vibration and exposure to plant hazards on customer sites are identified in the risk assessment and controlled through the site's arrangements and Testa's own controls.
- Fire, housekeeping and electrical safety at Testa premises are maintained by the Office Manager, and the office is included in the annual review of arrangements.

7. Legal and Other Requirements

ISO 45001:2018 clause 6.1.3 — Determination of legal requirements and other requirements

Testa complies with all applicable health and safety legislation, together with customer and site-specific requirements. The principal legislation applying to Testa's activities includes:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations
- Personal Protective Equipment at Work Regulations
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)
- Control of Substances Hazardous to Health Regulations (COSHH)
- Health and Safety (Display Screen Equipment) Regulations
- Health and Safety (First-Aid) Regulations
- Provision and Use of Work Equipment Regulations (PUWER)
- Lifting Operations and Lifting Equipment Regulations (LOLER)
- Work at Height Regulations
- Confined Spaces Regulations
- Manual Handling Operations Regulations
- Electricity at Work Regulations
- Workplace (Health, Safety and Welfare) Regulations
- Health and Safety (Safety Signs and Signals) Regulations
- Employers' Liability (Compulsory Insurance) Act
- Road Traffic Act and the Highway Code

The full legal and other requirements register, cross-referenced to the applicable risks, is maintained in IMS-PR-TL-01 (IMS Planning Register). Legislative changes are monitored by the Project Manager with support from the external Health and Safety Advisor, and are reported at the monthly team meeting and at management review.

8. Supporting Documents and Records

Reference	Document	Purpose
IMSPOL-TL-01	Integrated Management System Policy	Top-level signed policy statement and ISO 45001 clause 5.2 commitments.
IMSM-TL-01	IMS Manual	Management system structure, consultation and participation arrangements, clause mapping.
IMS-PR-TL-01	IMS Planning Register	Context, interested parties, legal requirements, risks and opportunities.
IMSOBP-TL-01	Objectives and Business Plan	Measurable health and safety objectives, targets and actions.
IMSTBR-TL-01	Task Briefing Record	Pre-task briefing, pre-start checks, worker participation and sign-off.
IMSRP-TL-01	Rope Access Rescue Plan	Job-specific rescue arrangements for rope access work.
IMSRP-TL-02	Confined Space Rescue Plan	Job-specific rescue arrangements for confined space entry.
IMSRP-TL-03	MEWP Rescue Plan	Job-specific rescue arrangements for MEWP work.
HRA series	Task and hazard risk assessments	Hazard identification and controls for each activity.
COSHH series	COSHH assessments	Assessment and control of hazardous substances.
IMS-MR-TL-01 (section 4)	Training Register	Record of training held, dates completed and dates due.
IMSAIR-TL-01	Accident and Incident forms	Reporting and investigation of events.
MTM-TL-01	Monthly team meeting minutes	Consultation, participation and action tracking.
SMP-TL-01	Substance Misuse at Work Policy	Alcohol, drugs and fitness for work.

9. Communication, Review and Accountability

- This policy is issued to all employees at induction and on every revision, and is available to contractors, customers and other interested parties on request. A copy is held at Testa's premises and in the IMS document suite.
- It is reviewed at least annually, and sooner following a significant incident, a change in legislation, a change in Testa's activities, structure or equipment, or as directed by management review.
- Review outcomes and resulting actions are recorded in line with Testa's IMS document control arrangements, and the revision history on page 1 is updated.

- Testa is accountable for health and safety and leads by example. Compliance with this policy is a condition of employment and a condition of engagement for contractors. Deliberate or repeated failure to comply may be dealt with under Testa's disciplinary arrangements or, for contractors, by termination of the engagement.

Issued under the authority of the Managing Director, Testa Limited.