



Health and safety policy statement

Health and safety at work act 1974

Freshwave comprises: Freshwave Services Limited and Freshwave Facilities Limited.

Freshwave is committed to promoting a safe, healthy working environment and attitude in all aspects of its business activities to ensure the risks identified to employees, clients, the public and other site users are kept to a minimum. Freshwave aims to achieve this through the following actions;

- i. to provide adequate control of health and safety risks arising from our work activities
- ii. to consult with our employees on matters affecting their health and safety
- iii. to provide and maintain safe plant and equipment
- iv. to ensure safe handling, use, storage and transport of articles and substances
- v. to provide information, instruction and supervision for employees
- vi. to ensure all employees are competent to do their tasks, and give them adequate training
- vii. to prevent accidents and cases of work-related ill health
- viii. to provide and maintain a safe and healthy working environment and provide adequate welfare facilities and arrangements for the welfare of our employees
- ix. to maintain safe and healthy working conditions
- x. to review and revise this policy as necessary at regular intervals

The company shall:

- i. provide a framework for setting occupational health and safety objectives
- ii. provide safe and healthy working conditions for the prevention of work-related injuries and ill health
- iii. fulfil the legal and other requirements of the company
- iv. ensure consultation and participation of employees including safety representatives
- v. commit to eliminating or reducing occupational health and safety risks, and
- vi. continually improve the occupational health and safety management system

Freshwave reminds its employees that they also have a legal responsibility to take reasonable care of their own health and safety and that of those that may be affected by their acts and omissions; this can include, but is not limited to, adhering to written or verbal safety instructions, using provided tools and equipment correctly and safely and implementing safety training techniques.

This policy statement is reviewed annually to ensure its continued relevance and adequacy and is available to interested parties on request. It is part of the company's training programme to ensure that this policy statement is briefed, understood and implemented at all levels within the company.

DocuSigned by:
Simon Franklin

Signed:9B5D6287297FAC0.....

Position:CEO.....

Date: 19th January 2022.....

Review Date: 19th January 2023.....

Quality policy statement

Freshwave comprises: Freshwave Services Limited and Freshwave Facilities Limited.

Freshwave quality policy is to achieve sustained, profitable growth by providing services which consistently satisfy the needs and expectations of its clients.

This level of quality is achieved through adoption of a system of procedures that reflect the competence of the company to existing customers, potential customers, and independent auditing authorities.

Achievement of this policy involves all employees, who are individually responsible for the quality of their work, resulting in continually improving the management system, company processes and procedures to ensure effective and efficient delivery to our clients.

To achieve and maintain the required level of Integrated the CEO retains responsibility for the Integrated Management System with routine operation controlled by the SHEQ department.

The aims of the Quality Management System are:

- i. To maintain an effective Quality Management System that is appropriate to the purpose and context of the organisation and complies with International Standard ISO9001:2015.
- ii. To identify negative and positive influences on the business and continually assess the risks and opportunities they present to the service delivery.
- iii. To continually review and develop company processes and procedures to ensure effective and efficient delivery to our clients.
- iv. To achieve and maintain a level of quality which enhances the Company's reputation with customers.
- v. To ensure compliance with relevant statutory and industry safety requirements.
- vi. To endeavour, at all times, to maximize customer satisfaction with the services provided by The Freshwave Group.

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 Signed:_{0B5D6287297F4G0...} Position:CEO.....

Date: 19th January 2022..... Review Date: 19th January 2023.....

Environmental policy statement

Freshwave comprises: Freshwave Services Limited and Freshwave Facilities Limited.

It is the policy of Freshwave to manage all of its activities so as to give benefit to society, ensuring that they meet relevant laws and regulations, are acceptable to our customers and the community at large and that their environmental impact is reduced to a practicable minimum. In so doing, the company will ensure compliance with its responsibilities under UK environmental legislation.

There are four areas in which we will positively influence environmental awareness and compliance:

- i. In support of our core activities, we will ensure that our process for procuring consumable supplies maximises the use of biodegradable fluids, sustainable raw materials, materials that can be recycled, and materials that have already been recycled.
- ii. We aim to minimise waste through effective planning and will ensure that our process for disposing of all waste materials complies with applicable legislation / duty of care obligations and maximises the possibility for the segregation of waste that can be recycled from that which can't.
- iii. We will maximise the efficiency of our use of consumed energy through the adoption of an efficient transport policy for our personnel and controlling the use of our electrical supplies and consumables at premises under our control.
- iv. We will promote the highest standards of environmental excellence in customer organisations by matching our project environmental controls with the policies of our customers and will encourage the adoption of similar principles by our suppliers.

The company shall:

- i. Encourage and promote best practice and continual improvement in environmental performance.
- ii. Commit to the prevention of environmental pollution and the protection of the environment in relation to our activities.
- iii. Provide information and assistance to ensure that materials are used, stored and disposed of in a safe and environmentally responsible manner.
- iv. Setting and monitoring environmental objectives across the business, aimed at continuous improvement in environmental performance.
- v. Promote the open exchange of environmental information with customers and suppliers.
- vi. Provide appropriate environmental training where necessary.
- vii. Comply with the requirements of our customer's environmental policies.
- viii. Ensure efficient off-site disposal or re-use of waste materials.

This policy statement is reviewed annually to ensure its continued relevance and adequacy and is available to interested parties on request. It is part of the company's training programme to ensure that this policy statement is briefed, understood and implemented at all levels within the company.

DocuSigned by:
Simon Frumkin

Signed:9B5D6287297F4C0.....

Position:CEO.....

Date: 19th January 2022.....

Review Date: 19th January 2023.....

Security policy statement

Freshwave comprises: Freshwave Services Limited and Freshwave Facilities Limited.

This Policy is raised by Freshwave to protect the organisation’s information assets from all threats whether internal or external, deliberate or accidental.

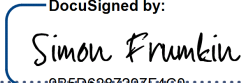
An Integrated Management System (IMS) has been implemented to support this policy taking into account the risks and opportunities faced by the organisation.

It is the policy of Freshwave to ensure that:

- i. Information will be protected against unauthorised access
- ii. Confidentiality of information will be assured
- iii. Integrity of information will be maintained
- iv. Information will be available as required by the business processes
- v. Regulatory, legislative and contractual security requirements will be met
- vi. Business Continuity Plans will be produced, maintained and tested
- vii. Information security training will be available to personnel
- viii. The process for carrying out risk assessments will be documented and adhered to

All breaches of security, whether actual or suspected, will be reported to and investigated by the SHEQ department and COO.

This policy statement is reviewed annually to ensure its continued relevance and adequacy and is available to interested parties on request. Personnel are encouraged to look for ways of improving information security. It is part of the company’s training programme to ensure that this policy statement is briefed, understood and implemented at all levels within the company.

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Date: 19th January 2022..... Review Date: 19th January 2023.....