

HSE Policy

Soteira Consulting Ltd. is committed to providing safe and healthy working conditions to prevent work related ill health and injury. As an organisation, we strive to make meaningful improvements relative to organisational context and through the lenses of identified risks and opportunities.

We will establish, implement, maintain, and review a Health and Safety Management System aligned with ISO45001. The Health and Safety Management System will comprise policies and procedures designed to maximise the health and safety of our employees and minimise risk.

Soteira Consulting Ltd. is committed to continuous improvement, and we will monitor our performance by:

- Ensuring effective communication is in place at all levels of the organisation.
- Complying with all applicable legislation, regulation, and industry codes of practice, and with any agreed customer requirements.
- Considering any concerns from interested parties such as our employees, customers, suppliers, regulators, and the public.
- Setting annual objectives and management programmes which are compatible with the strategic direction of the organisation and designed to prevent the occurrence of injury and ill health.
- Regularly reviewing the process against objectives and targets set and taking necessary corrective action where appropriate.
- Ensuring necessary resources are available, to operate the management system effectively, with meaningful involvement and interaction from all levels.
- Directing and supporting employees to contribute to the effectiveness of the management system, ensuring commitment to design, training, competence, consultation, and participation.
- Ensuring this policy is communicated to all employees working for and on behalf of Soteira Consulting Ltd. and is made available upon request to the public and other interested parties.
- Monitoring our performance by conducting inspections and audits, eliminating hazards, reducing occupational health and safety risks, identifying, and assessing significant risks and opportunities and implementing appropriate corrective measures.
- Reporting and investigating accidents and incidents, including trend analysis, with the objective of reducing risk and the frequency of incidents.
- Protecting employees from reprisals when reporting accidents and incidents, and supporting employees identifying risks, and opportunities.

Soteira Consulting Ltd. requires employees, visitors, contractors and those who work at or on behalf of Soteira Consulting Ltd. to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have moral and legal obligations to themselves and to others.

The Leadership Team recognises the role good health and safety plays in improving business performance. They will support this commitment by ensuring that the management system requirements are integrated into business processes. Soteira Consulting Ltd. has appointed the Company Director to hold corporate responsibility for Health and Safety matters in support of this policy.



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Date: 2026.02.02 18:29:33

Company Director

Authorised: 2nd February 2026

Next Review: 1st February 2027