

UK&I Region-wide Policies

H&S Policy

Statement of intent

This is the Health and Safety (H&S) policy statement of Allied Universal Electronic Monitoring, (AUEM) with regards to Health and Safety at work, as legally required under the H&S at Work Act 1974, and The Management of H&S at Work Regulations 1999 (MHSWR).

This policy applies to all AUEM employees where the company undertakes its operational and contractual business commitments, and is designed to underpin all other H&S related policies, procedures, SOPs, and safe working practices.

President AUEM, David Byrne, has the overall responsibility, actioned through the HSE Manger, Andrew Douglas, for Health and Safety within AUEM operations.

All employees are under legal obligations to co-operate fully with the management by looking after the H&S of themselves and others, by using all protective equipment provided, following the company's safety policies and any training given, and by immediately reporting any incidents or dangerous situations to the management team or HSE Department.

2. Arrangements

The business fully recognises that it is the essential and paramount objective of AUEM to ensure that every reasonably practicable measure is taken in order to ensure the Health, Safety and Wellbeing of all of its employees is not at risk.

AUEM is committed to promote, set, and maintain the highest standards for health, safety and wellbeing matters. This will be achieved by:

- Providing adequate control of H&S risks arising from the activities we undertake.
- Providing a safe working environment for all employees, contractors, and visitors.
- Providing and maintaining safe access and egress to all workplaces.
- Providing the financial and physical resources necessary to ensure that a high standard of health, safety and wellbeing of our employees is achieved.
- Providing and recording adequate training to ensure our employees are competent and confident in the work they carry out.

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- Assign clear roles and responsibilities for H&S.
- Carry out and regularly review Risk Assessments, to identify likelihood and severity of hazards and apply control measures to reduce risk to As Low As Reasonably Practicable (ALARP).
- Maintain a constant vigilance and readiness to manage emergencies, incidents and accidents by producing and regularly reviewing emergency plan and ensuring these are thoroughly communicated to all employees.
- Set a H&S strategy with clear objectives to support and measure continual improvement.
- Maintain an OSHMS that will enable the H&S strategy.
- Ensuring the provision and maintenance of safe workplace and safe systems of work (SSoW).
- Actively consult, engage and communicate with our employees on H&S issues.
- Comply with all relevant H&S legislation and requirements.
- Regularly monitor H&S performance for continuous improvement.
- Ensuring this policy statement is communicated to all AUEM employees and is reviewed at regular intervals.

This policy will be reviewed at least annually or revised in the light of legislative or organisational change. Any changes to the policy will be brought to the attention of all staff in AUEM.

This policy is communicated to all employees in AUEM and any interested parties from outside the company. This policy is maintained by the HSE Manager with the support of the Executive Members.

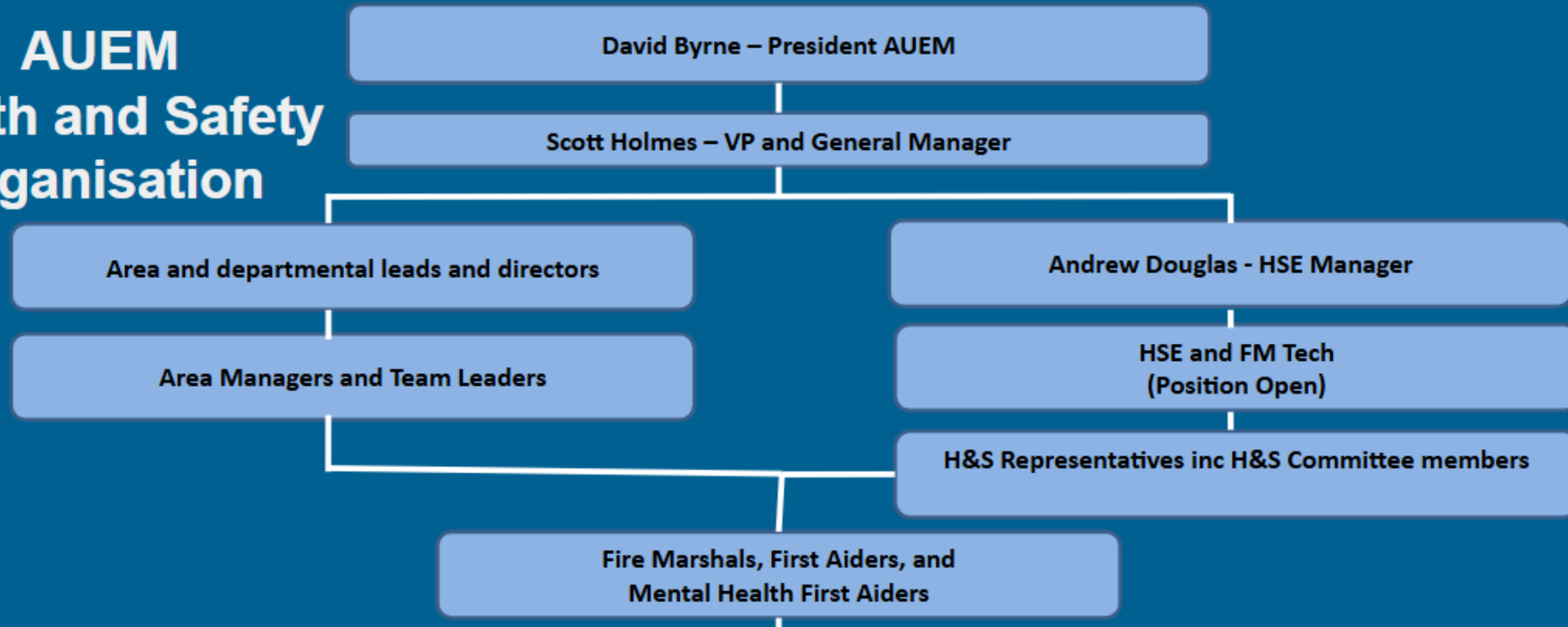
Scott Holmes, General Manager: *S Holmes* Date: 5 Jan 2026

David Byrne, President AUEM: *D Byrne* Date: 5 Jan 2026

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AUEM Health and Safety Organisation



All employees, under section 7 of the Health and Safety at Work Act 1974, have a duty, while at work to:
Take reasonable care of the own Health and Safety, as well as the Health and Safety of others who may be affected by their actions at work. It also requires employees to cooperate with their employer to enable them to meet their own legal duties under the act.