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# Health & Safety Policy

The Company regards the Health, Safety and Welfare of both the Company's employees and those who may be affected by the Company's activities as being of prime importance. The following statement recognises our obligations under the Health & Safety at Work Act 1974, including all appropriate regulations and approved codes of practice additional to the Act.

**The Company will therefore conduct its activities in a way that ensures that it:**

- Protects the Health, Safety and Welfare of its employees, and others who may be affected by them.
- Meets its responsibilities as an employer, to do all that is reasonably practicable to prevent accidents, injuries, and damage to health.
- Approaches health and safety based upon the assessment and control of risks.
- Accordingly, the Company will, so far as is reasonably practicable:
  - Prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities by adopting, implementing, and maintaining policies and procedures necessary to maintain a safe place of work.
  - Provide adequate training to ensure employees are competent to carry out their work.
  - Engage and consult with employees on health and safety conditions and provide advice, support and supervision on occupational health.
  - Implement emergency procedures for evacuation and ensure adequate training is provided for safety representatives such as fire marshals and first aid members.
  - Raise employee awareness in respect of their responsibilities toward health and safety matters through regular communications.
  - Carry out suitable and sufficient assessments of the risks presented by its business activities, and where necessary, implement and maintain controls in order to safeguard employees and others from foreseeable hazards.
  - Ensure that any visitors are made aware of the relevant safety standards and procedures applicable to them and which they are expected to observe at all times and provide adequate instruction, training and supervision where necessary.
  - Provide and maintain relevant equipment to enable employees to carry out their work safely and ensure the safe storage and use of substances to maintain safe and healthy working conditions.
  - Continuously review our KPI's to ensure we achieve continuous improvement with regards to our health and safety practices.
- The Company recognises that no safety policy can be successful without the active participation of all employees and will therefore make suitable arrangements for effective communications and consultation on matters of health, safety and welfare.
- Furthermore, the company will carry out periodic inspections, audits, policy, and system reviews to ensure the Company's objectives for health, safety and welfare are being met.



Adrian Gregory,  
President, EMEA