



Health and Safety at Work Policy Statement

Company General Policy statement

Integrated Utility Services (IUS) is a member of the Northern Powergrid Group of companies which is itself part of Berkshire Hathaway Energy. This company policy statement supports and upholds the principles and objectives of Berkshire Hathaway Energy.

IUS recognises its duty to comply with all applicable occupational health and safety legislation and other relevant requirements; to provide safe and healthy working conditions for the prevention of ill health and injury to its staff, conducting its undertakings in such a manner that persons not in its employment are protected from risk to their health and safety, so far as is reasonably practicable. IUS is committed to providing appropriate organisational structures and arrangements to ensure such duties are discharged. IUS is committed to reducing occupational health and safety risks and eliminating hazards by implementing management system processes that apply the hierarchy of controls.

IUS regards occupational health and safety of paramount importance and has set objectives and targets which are monitored by senior management in order to effectively manage health and safety across the business and ensure continual improvement.

This General Policy statement on Health and Safety at Work and the arrangements for carrying out that policy are issued in accordance with the requirements of Section 2(3) of the Health and Safety at Work Act 1974.

Organisation

The Managing Director has ultimate responsibility for the implementation of the Health and Safety at Work Policy. The IUS Senior management team assists the Managing Director in fulfilling this responsibility.

I confirm that the IUS senior management team is aware of the responsibilities delegated to them and I am satisfied that they are competent to carry out these duties in accordance with the Management of Health and Safety at Work Regulations 1999.

A blue ink signature of Andrew MacLennan, written in a cursive style.

Andrew MacLennan
Managing Director
Integrated Utility Services
(A Northern Powergrid Company)

Date of Issue: January 2026



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Summary of IUS health and safety arrangements

1. The provision and maintenance, so far as is reasonably practicable, of a safe and healthy working environment for employees and adequate facilities for their welfare at work.
2. The provision, so far as is reasonably practicable, of places of work with suitable access and egress, which are maintained in a safe and healthy condition.
3. Taking all reasonably practicable steps to ensure all known safety factors are considered in the design, construction, operation and maintenance of plant (including machinery, equipment and appliances).
4. The provision of safe systems of work relative to plant, materials, substances or processes used by company employees that are known to be potentially hazardous to health or safety.
5. Ensuring that adequate arrangements are in place in connection with the use, handling, storage and transport of articles and substances, and the management of road risk.
6. Ensuring that adequate information, instruction, supervision and training are given to all employees on all aspects of their work.
7. The provision, where appropriate, of approved personal protective equipment and clothing and ensuring that it is properly used.
8. Keeping all operations and methods of work under review so that they can, if necessary, be revised in the light of changes to working practice, experience and up to date knowledge.
9. The provision of suitable facilities, equipment and training for first aid to ensure the prompt treatment of injuries and illness at work.
10. Ensuring that procedures are in operation for fire prevention and appropriate firefighting, together with suitable training provision for personnel involved.
11. Ensuring that professional advice is available where potentially hazardous situations exist or might arise.
12. Seeking, where appropriate, professional occupational health and medical services regarding screening for job suitability on appointment, health surveillance during service and assessment on return to work after serious illness or injury, giving consideration to the health and safety of the individual concerned, their colleagues and other people.
13. Ensuring that procedures are in operation for the adequate response to accidents and dangerous occurrences, including reporting and investigation; and ensuring that recommendations are made and acted upon to prevent recurrences.
14. Ensuring suitable methods are in place for collecting, analysing and presenting data on sickness and incidents, and accidents involving personal injury to health.
15. Actively promoting joint consultation in health and safety matters to encourage effective participation by all employees; to ensure the effective communication of health and safety information and that publicity is given to such matters.
16. Effectively co-ordinating the activities of IUS and its contractors, having particular regard to the implementation and maintenance of safe systems of work, to ensure full compliance with their obligations in relation to the health, safety and welfare of their own employees and of other people.