

Health & Safety Policy April 2026

Pinnacle Group



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Introduction

Pinnacle Group's health and safety policy sets out our approach to health and safety, explaining how we, as an employer, manage health and safety effectively within the business.

Pinnacle Group recognises the importance of clearly defined management responsibilities in line with the Health and Safety at Work Act 1974. This Policy defines how Pinnacle executes the intentions of the general statement.

A comprehensive breakdown of health and safety responsibilities are defined within.

The Health and Safety Policy is made available to all interested parties as appropriate.

Pinnacle Group empowers all employees to participate in developing and practising safe working methods and encourages all individuals to have regard for the welfare of themselves and others.

Disciplinary action may be taken against any employee who violates health and safety rules and procedures or who fails to perform their duties in line with health and safety legislation.

We encourage open communication, participation and a supportive culture towards working safely. Employees are encouraged to look after themselves, team members, members of the public, contractors, visitors and within the working environment.

Pinnacle Group has not only a legal duty, but a moral one too to ensure, where reasonably practicable, the safety and welfare of our staff and those affected by our acts or omissions.

Scope of Policy

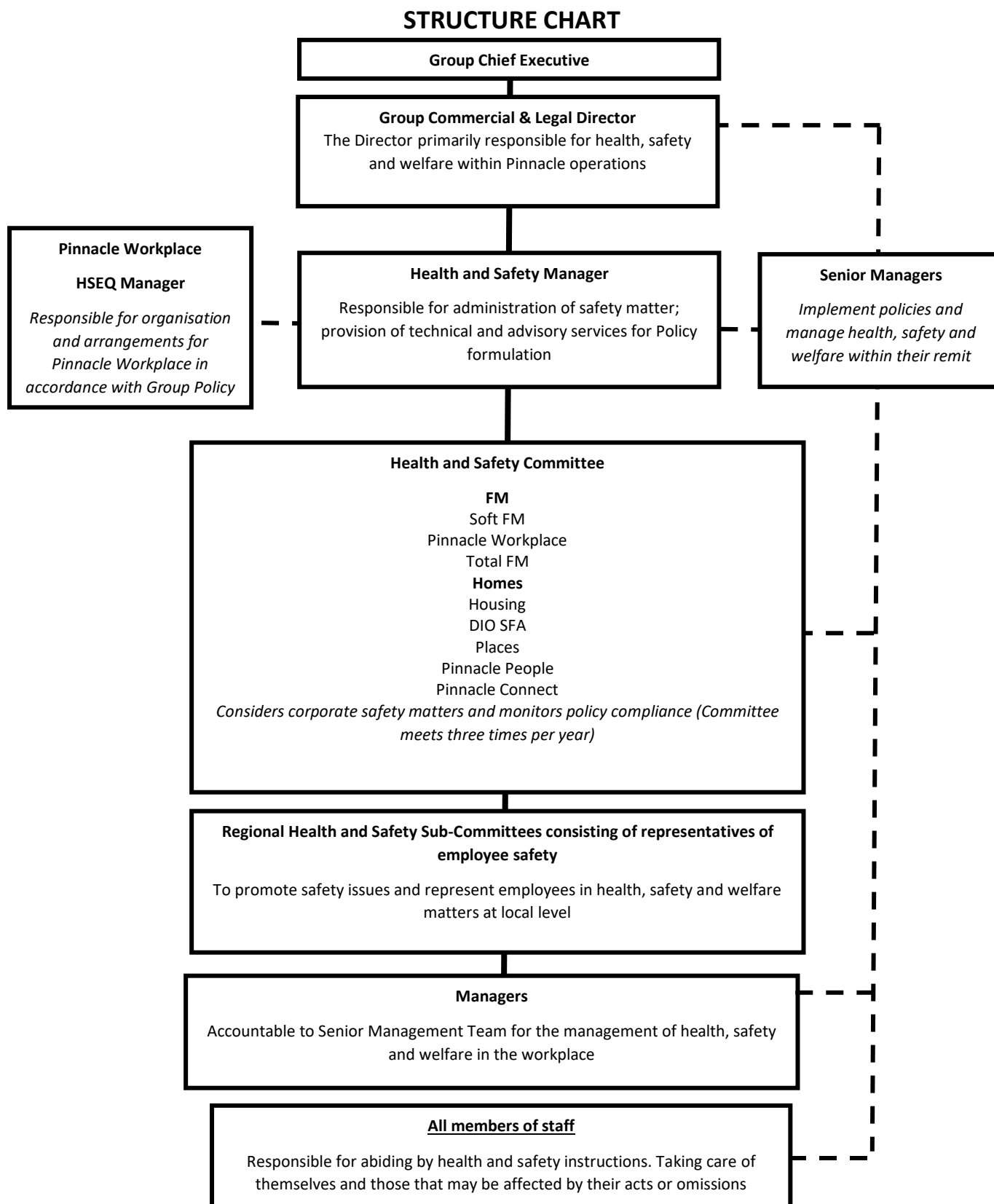
The Policy, and associated Statement of Intent, applies to all business units within Pinnacle Group. It is supported by a structure of documents which reflects the needs of all individual business units within Pinnacle Group.

Each business unit shall generate the details of its own organisation and arrangements which includes procedures, work instructions, forms and registers where required.

Both the Policy and Statement of Intent will be reviewed on an annual basis (as a minimum).

Organisation (People and their duties)

To ensure that matters relating to Health and Safety are dealt with promptly, responsibilities are clearly defined as follows:



Responsibilities

Below is an overview of responsibilities for all members of staff within Pinnacle Group. **Further and more detailed information is held within the Pinnacle Group Health & Safety Manual (Organisation and Arrangements).**

The Executive Committee

The Executive Committee is accountable for ensuring that all health and safety legal obligations are met and that the principles presented within this policy are performed.

Director Responsible for Health and Safety

The Director Responsible for Health and Safety is responsible to the Executive Committee for all matters relating to health, safety and welfare of employees and those affected by the company's operations.

Business Unit Health and Safety Managers

The individual Business Unit Health and Safety Managers are responsible for implementing and maintaining the health and safety management framework.

This includes, when necessary, the health and safety manual, organisation and arrangements, procedures, work instructions, forms and registers.

The Health and Safety Manager will advise the business unit on all safety, health and welfare matters to ensure the company complies with its statutory obligations.

Senior Managers, Directors and/or Directors of Subsidiaries

These managers and directors are overall accountable for ensuring that there is an effective system in place for managing health and safety risks and have overall responsibility and accountability for health and safety. In addition, they have responsibility for ensuring that the established framework for health and safety management is adopted and implemented across all process operations and for promoting a positive health and safety culture in the department.

Line Managers / Project Managers / Account Managers / Supervisors

All are responsible for ensuring that the workplace environment is as safe as reasonably practicable. They are the primary contact for the management of health and safety matters within their business unit providing guidance on a day-to-day basis.

Responsibilities of all staff and operatives

To work safely and take reasonable care for the health and safety of themselves, team members, members of the public, contractors, visitors and within the working environment.

To report any hazardous situations or defective equipment to their manager.

Group Health & Safety Committee

The Group Health & Safety Committee meet 3 times a year and act as a focus for the review and promotion of health and safety across all business units.

Business Unit Health & Safety Committees

Individual business units will undertake local health and safety committee meetings. The agenda will reflect the health and safety needs of the individual business units.

Organisation and Arrangements

Individual business units are responsible for determining the organisational arrangements applicable to them.

Please see separate section within the Health and Safety Manual

External Health and Safety Assessment and Membership

Pinnacle Group is assessed as follows:

- CHAS
- ISO45001
- SafeContractor
- Member of the British Safety Council
- Group Health and Safety Manager is a Chartered Member of IOSH (CMIOSH) and the Group Health and Safety Advisors are Graduate Members of IOSH.

We believe such recognition will provide us with the tools to achieve high standards and show our employees, partners and clients that we are committed to working towards Health, Safety and Environmental Best Practice.

Monitoring and Review

Monitoring health and safety enables us to assess the effectiveness and appropriateness of our health and safety objectives, arrangements and control measures.

We learn from our experiences and take appropriate opportunities to improve our performance. A balanced approach to monitoring is undertaken and includes – proactive (active) and reactive:

- Proactive monitoring involves identification through regular, planned observations of workplace conditions, systems and the actions of people: to ensure standards are being implemented and management controls such as workplace inspections, audits or risk assessments are working.
- Reactive monitoring is where we can learn from our mistakes – whether or not they result in injury, illness, property damage or loss.

Individual business units are responsible for determining additional requirements for monitoring and reviewing over and above those required by group.

The Pinnacle Group Health and Safety Committee has responsibility for reviewing health and safety in all contracts.

Audits

Audits are undertaken to ensure that health and safety procedures and processes are in place and being followed.

Audit reports are available to interested parties where necessary or required.