



Health and Safety Policy

Pronounced80 Solutions Limited

Freeing business from the tyranny of legacy software

Version 1.0 | Effective: May 2026 | Review: Annual

Owner: Director



1. Statement

Pronounced80 Solutions Limited is committed to ensuring the health, safety and welfare of its personnel, clients, visitors and others affected by our activities, so far as is reasonably practicable, in line with the Health and Safety at Work etc. Act 1974 and applicable regulations.

2. Scope

Applies to all personnel and to all locations where we work, including remote working environments and client sites.

3. Responsibilities

- **Director:** overall responsibility for health and safety, risk management and ensuring this policy is implemented and reviewed.
- **All personnel:** responsible for taking reasonable care of their own health and safety and that of others, following safe working practices, and reporting hazards or incidents.

4. Risk Assessment

Risks associated with our activities (predominantly office/desk-based, remote working and occasional client-site visits) are assessed and reviewed periodically and on material change.

5. Workstation and Display Screen Equipment

- Workstations are set up to support good posture.
- Regular breaks from screen work are encouraged.
- Issues are reported and addressed promptly.

6. Remote Working

- Personnel are responsible for maintaining a safe remote working environment.
- Guidance is provided on workstation setup, breaks and electrical safety.

7. Client Sites

- Personnel comply with client site health and safety rules.
- Concerns are raised promptly with the client and the Director.

8. Incident Reporting

All accidents, near-misses and hazards are reported to the Director and recorded. Reportable incidents are notified under RIDDOR where applicable.

9. Fire and Emergency

Personnel familiarise themselves with emergency procedures at any site they attend.



10. Training

Health and safety awareness is provided at onboarding and refreshed as needed.

11. Review

This policy is reviewed annually or following any significant incident or change.

Signed: _____ (Director) Date: _____