



The Virtual Catalogue Company Ltd.

Health and Safety Statement

The Virtual Catalogue Company Ltd T/A - BitzList, is committed to providing and maintaining a healthy and safe working environment. Ensuring the occupational health, safety, and wellbeing of all those affected by its manufacturing operations, including employees, contractors, visitors, and members of the public, by committing to the continual improvement of our occupational health and safety performance.

The Company will

- Ensure that the ISO 45001:2018 Standard is maintained and to continually improve the effectiveness of the occupational health and safety management system.
- Establish, monitor, and evaluate occupational health and safety objectives and targets to enhance the effectiveness and efficiency of the occupational health and safety management system.
- Ensure compliance with all relevant legal and occupational health and safety legislation.
- Identify hazards and evaluate health and safety risks through continual risk assessment and awareness. Creating actions to eliminate Risks or mitigate to an acceptable level. Controlled through the BitzList system Risk Register.
- Ensure that the necessary resources, including equipment, training and competent personnel, and other requirements, are available to achieve the intended outcomes of the occupational health and safety management system.
- Define individual health and safety responsibilities and competencies throughout the organisation, while encouraging people to take responsibility for their own health and safety, and for the safety of others who may be affected by their actions.
- Ensure all employees understand their roles and responsibilities in relation to the occupational health and safety management system.
- Consult with employees and encourage their engagement, involvement, and participation, whilst protecting them from reprisals when they are reporting incidents, hazards, risks, or opportunities.
- To create positive workplace culture and tackle any circumstances that may have a negative impact on mental health and wellbeing, and ensure managers have the right skills to support staff.
- Provide support and guidance for any personnel experiencing mental health issues.
- Communicate this policy to all employees (induction) and interested parties where applicable.

The management will review this policy and our performance against objectives annually, using inputs from accident, incident and near miss reports, accident statistics, audits, and risk assessments.

Managers and employees are responsible for ensuring that this policy is effectively implemented and communicated to all internal and interested parties. The policy will be available to all employees and visitors and will be openly accessible within the BitzList system and on our website. It will be made available to external interested parties on request.

The Managing Director has the ultimate responsibility for Health, Safety and Welfare and is to whom reference should be made in the event of any issues arising with the implementation of this Policy.

A handwritten signature in blue ink, appearing to read "Tim Bittleston".

Tim Bittleston
Applications Director