



Policy Statement

VSG operates from our Head Offices in Northampton, which have been designed and built to provide market leading facilities for the training, control and support of its 5,000 plus field based Security Personnel. Our hazards and associated risks are numerous that is why we have implemented an occupational health and safety management system. VSG considers the Health and Safety at work of all its employees to be a major factor of its operation. The Directors therefore regard the promotion of Health and Safety as a primary objective. People are our most important asset and it is sound commercial practice to fulfill our legal and moral obligations and to take proper care of the Health and Safety of our employees. The principle objective of the Company's Health and Safety Policy is to ensure that all our employees perform their respective duties and functions without undue risk to their Health and Safety. To this end, it is our intention to maintain and provide a working environment that is safe and practical without risk to health, and to ensure there are adequate systems and methods of work.

Our commitments are to:

- Prevent injury and ill health to employees and others who we may be in contact with;
- Comply with all applicable legislation and other requirements to which we subscribe in relation to our occupational health and safety hazards;
- Develop and implement an effective Occupational Health and Safety Management System that meets the requirements of BS OHSAS18001:2007 and;
- Continually improve our Occupational Health and Safety performance;
- Implement and maintain communication and consultation procedures both internally and externally and;
- Communicate this policy and all other arrangements to employees and applicable others;
- Promote a greater awareness and train staff to ensure they are aware of their occupational health and safety responsibilities and their role in working towards an accident free environment.
- Hold regular Occupational Health and Safety Management Review meetings to provide a framework for setting and reviewing objectives and targets.

All levels of management are responsible for ensuring that the policy is implemented throughout the organization. VSG understand that employees are key to improving performance therefore the Company requires its employees to take a responsible attitude towards Health and Safety and do all that they can to minimize the possibility of any accident or incident occurring. Instrumental in the achievement of the Company's Health and Safety Policy is the need for cooperation amongst all employees, at all levels to ensure that the Company can achieve its overall policy objective. Staff have a responsibility to their working environment, including the buildings and facilities provided to them. This policy will be communicated to all employees and available to interested parties. This policy will be documented, implemented, maintained and reviewed annually. The policy is fully endorsed by our Management Team.

Keith Francis
Managing Director
VSG - VSG Systems - VSG Verify

A handwritten signature in blue ink, appearing to read 'Keith Francis', is written over a faint, larger version of the signature.

March 2010

Further information

If you have any queries regarding this Policy, please contact the Health & Safety Manager on 01604 744089.