

# Health & Safety Policy

Version 1.0 | Published: 06 July 2026 | Review date: July 2027

<b>Company</b>	DEVA Maintenance Services LTD
<b>Scope</b>	Industrial, commercial, manufacturing and production engineering support across the UK
<b>Applies to</b>	Directors, employees, contractors, subcontractors and suppliers acting on behalf of DEVA Maintenance Services LTD
<b>Policy owner</b>	Company Director

## 1. Statement of intent

DEVA Maintenance Services LTD provides specialist engineering and maintenance support for manufacturing, production, industrial and commercial facilities. Our work is built around uptime, reliability, practical engineering outcomes and safe delivery on every site.

We are committed to protecting the health, safety and welfare of our employees, contractors, subcontractors, clients, site personnel and anyone else who may be affected by our work. We will plan and carry out our activities so far as is reasonably practicable to prevent injury, ill health, damage to property and unsafe disruption to client operations.

This policy supports the way DEVA works as a practical engineering partner: understanding the task, controlling the risk, communicating clearly, completing the job to a professional standard and leaving the area safe for production and site teams.

## 2. Health and safety commitments

- Comply with applicable health and safety legislation, client site rules, permits, procedures, risk assessments and agreed method statements.
- Identify hazards and assess risks before work starts, then apply suitable controls for the task, location, equipment and site conditions.
- Provide or confirm suitable competence, supervision, information, instruction, training and PPE for the work being undertaken.
- Use safe systems of work for maintenance, breakdown response, isolation, mechanical and electrical tasks, working at height, hot work, lifting and manual handling.
- Keep work areas controlled, tidy and safe, with clear communication to client contacts, operators and other contractors.

- Stop work where conditions are unsafe, uncontrolled or outside the agreed scope until the risk has been reviewed and controlled.
- Report incidents, near misses, unsafe conditions and lessons learned so that improvements can be made.

### 3. Scope of work covered

This policy applies to all DEVA Maintenance Services LTD activities, including preventative and reactive maintenance, condition monitoring, remedial works, PPM creation and implementation, skilled labour supply, continuous improvement projects, OEE specialist services, shutdown support, installation support, fabrication, mechanical and electrical maintenance tasks, inspections and associated site work.

Where DEVA works on a client-controlled site, we will follow the client's safety procedures, permit systems, induction requirements, emergency arrangements and site-specific controls. This policy does not replace client procedures or task-specific RAMS where they are required.

### 4. Responsibilities

Role	Health and safety responsibilities
<b>Company Director</b>	Has overall responsibility for health and safety, ensuring suitable arrangements are in place, reviewing this policy, providing resources where required and making sure work is planned and delivered safely.
<b>DEVA engineers and employees</b>	Follow this policy, site rules, RAMS, permits and instructions; use equipment and PPE correctly; keep work areas safe; report hazards, defects, incidents and near misses; and stop work if conditions become unsafe.
<b>Subcontractors and labour supplied through DEVA</b>	Work to the same standards expected by DEVA and the client site, provide evidence of competence where required, follow agreed safe systems of work and report any safety concerns immediately.
<b>Clients and site contacts</b>	Provide relevant site information, inductions, permits, isolation requirements, emergency arrangements and known hazards so DEVA can plan and complete work safely.
<b>Suppliers</b>	Provide safe, suitable materials, equipment and information such as safety data sheets, instructions, inspection records or certification where applicable.

### 5. How our services support safe operations

Service area	Safety contribution
<b>Preventative &amp; reactive maintenance</b>	Maintains assets correctly, tackles defects, reduces breakdown risk and helps prevent unsafe operation of production equipment.
<b>Condition monitoring &amp; remedial works</b>	Finds developing faults early, including vibration, wear, overheating, misalignment, air leaks, guards, leaks and abnormal conditions that could create safety risk.

Service area	Safety contribution
<b>PPM creation &amp; implementation</b>	Builds safety-critical checks into maintenance routines, including inspections, lubrication, guarding, isolation points, emergency stops, leaks, housekeeping and defect recording.
<b>Skilled labour supply</b>	Provides competent engineering support for planned work, shutdowns and breakdowns, helping client teams control workload, fatigue, supervision and task risk.
<b>Continuous improvement projects</b>	Improves layouts, access, repeat-fault causes, changeovers and working methods so tasks can be completed more safely and consistently.
<b>OEE specialist services</b>	Links production losses to practical engineering action, helping reduce rushed interventions, repeat stoppages and unsafe recovery work.

## 6. Practical health and safety arrangements

DEVA Maintenance Services LTD will apply practical controls appropriate to the work being carried out, the site environment and the level of risk. These arrangements include:

### Risk assessment, RAMS and permits

- Review the task, work area, equipment condition, surrounding activity and client requirements before starting work.
- Use suitable risk assessments and method statements for planned work and higher-risk activities.
- Follow client permit systems for activities such as hot work, confined spaces, roof work, electrical work, intrusive work, isolation or breaking containment where required.
- Reassess the task if the scope changes, unexpected hazards are found or the work cannot be completed as planned.

### Isolation and control of hazardous energy

- Identify relevant electrical, mechanical, pneumatic, hydraulic, gravity, thermal, stored pressure and moving-part risks before work starts.
- Use agreed isolation, lock-off, try-out and release-of-energy arrangements before working on equipment where required.
- Do not remove guards, defeat interlocks or work on live or moving machinery unless a specific, controlled and authorised safe system of work has been agreed.

### Mechanical and electrical maintenance

- Use competent personnel for mechanical and electrical tasks within their training, experience and authorised scope.
- Check that tools, test equipment, access equipment and lifting equipment are suitable and in safe condition before use.
- Leave equipment safe, guarded and ready for handover, testing or production restart once work is complete.

**Working at height**

- Avoid working at height where practical and use suitable access methods where it cannot be avoided.
- Use ladders, steps, platforms, MEWPs, scaffolds or fall-prevention equipment only where suitable for the task and site conditions.
- Inspect access equipment before use and keep the work area below controlled where there is a risk from falling objects.

**Lifting, manual handling and moving loads**

- Plan lifting and moving tasks so loads, routes, pinch points, stability and communication are considered before work starts.
- Use suitable lifting aids, mechanical handling equipment or team lifts where appropriate.
- Use lifting equipment and accessories only where they are suitable, identifiable and in safe condition.

**Hot work, fire and emergency arrangements**

- Follow client hot work permit rules for grinding, cutting, welding, heating, sparks, naked flames or other ignition sources.
- Control flammable materials, combustible dust, gas cylinders, sparks, heat transfer and fire watch requirements where applicable.
- Follow client emergency procedures, alarms, assembly points and reporting routes.

**Hazardous substances, dust and fumes**

- Consider substances such as oils, greases, coolants, solvents, paints, cleaning chemicals, welding fumes, dust and process residues before work starts.
- Use safety data sheets, local controls, ventilation, containment, PPE or client procedures where required.
- Avoid uncontrolled exposure, spills, mixing of chemicals or contamination of work areas.

**Housekeeping and work area control**

- Keep work areas tidy, controlled and clearly communicated to operators, client contacts and other contractors.
- Manage trailing leads, hoses, tools, waste, swarf, removed parts and trip hazards during the task.
- Remove or secure tools, parts and waste before handover, restart or leaving site.

## 7. Competence, training and communication

- DEVA will only undertake work that is within the competence, experience and agreed scope of the people carrying it out.
- Relevant qualifications, licences, training, inductions or authorisations will be confirmed where required by the task or client site.
- Health and safety information will be communicated through job briefings, RAMS, permits, inductions, toolbox talks, supplier instructions, equipment instructions or direct client requirements.
- Where specialist work is required, DEVA may use suitably competent subcontractors or suppliers subject to client approval where necessary.

## 8. Plant, tools, equipment and PPE

- Tools, equipment and PPE will be selected to suit the task, environment and risk.
- Equipment will be visually checked before use and removed from use if damaged, defective or unsuitable.
- Electrical tools, lifting accessories, access equipment, MEWPs, test equipment and other work equipment will be used in line with training, instructions and site requirements.
- PPE will be worn as required by the task, risk assessment, client site rules or permit conditions. PPE is a final control and does not replace safe planning or engineering controls.

## 9. Client sites, coordination and contractor control

- DEVA aims to work as an extension of the client engineering team and will coordinate activities with client contacts, operators, supervisors and other contractors.
- Before starting site work, DEVA will seek relevant information on site hazards, access arrangements, emergency procedures, welfare, permits, isolation points and restricted areas.
- Where DEVA supplies labour to a client-controlled site, the client retains responsibility for site-specific supervision, workplace conditions, process hazards and local operating procedures unless otherwise agreed in writing.
- Subcontractors working under DEVA control are expected to follow this policy, site rules and any job-specific safe systems of work.

## 10. Welfare, wellbeing and fitness for work

- Workers must be fit to carry out the work safely and must not work under the influence of alcohol, drugs or anything that could affect safety.
- Fatigue, stress, illness, injury, medication effects or any limitation that could affect safe work should be reported so the task can be reviewed.
- Suitable welfare arrangements will be agreed or used on client sites, including access to toilets, washing facilities, drinking water and rest areas where reasonably available.

## 11. Incident reporting, emergency response and learning

- All incidents, injuries, near misses, unsafe conditions, equipment damage or dangerous occurrences must be reported promptly to the client contact and the DEVA Director.
- Emergency actions will follow client site procedures first, including alarms, evacuation, first aid, fire response and escalation routes.
- Where appropriate, incidents and near misses will be reviewed so root causes, corrective actions and lessons learned can be recorded and used to improve future work.
- Any statutory reporting requirements will be considered and managed by the responsible duty holder in line with the circumstances of the incident.

## 12. Monitoring, review and continual improvement

- Health and safety performance will be reviewed through feedback, incident learning, client observations, site findings, task reviews and changes in the type of work undertaken.
- This policy will be reviewed at least annually, or sooner if there is a significant change in company activities, client requirements, legislation, risk profile, equipment, staffing or following a relevant incident.
- DEVA will continue to improve safe systems of work, documentation, communication and planning as the business grows and the work profile develops.

## 13. Review and approval

This policy is approved by the Company Director and is suitable for publication on the DEVA Maintenance Services LTD website and for issue to clients on request. It should be read alongside task-specific risk assessments, method statements, permits, client site procedures and any legal duties that apply to a particular site or activity.

<b>Approved by</b>	Daryl Gibson, Director
<b>Signature</b>	_____
<b>Date</b>	06 July 2026
<b>Next review</b>	July 2027

Document note: This policy provides the company-level approach to health and safety. Site-specific RAMS, permits, inductions, client procedures and specialist assessments may still be required depending on the nature and location of the work.