



HEALTH AND SAFETY POLICY

ANDEL LTD

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Rev 12.0

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Making water sustainable for a cleaner and safer environment.

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Registered in England No. 2722655 Registered Office: Bank Chambers, Market Street, Huddersfield, West Yorkshire HD1 2EW VAT Reg. No. GB 779 8250 69



PART 1 - HEALTH & SAFETY POLICY STATEMENT OF INTENT

It is the policy of Andel Limited to comply with the terms of the Health and Safety at Work Act 1974 and subsequent legislation, and to provide and maintain a healthy and safe working environment. ANDEL LTD's Health and Safety objective is to minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace. The company has established a Health and Safety Management System to document the procedures for the management of the risks associated with our premises and site activities.

In short, we pledge to:

- Help prevent accidents and cases of illness related to work.
- Ensure all injuries, however small, are fully reported, documented and investigated.
- Carry out our reporting responsibilities under RIDDOR.
- Manage Health and Safety risks in our workplaces, both on and off the premises.
- Provide clear instructions and information, suitable for task training and ensure that employees are competent to perform their duties.
- Provide employees with suitable and standard appropriate items of PPE, free of charge.
- Consult with employees/others on issues of Health, Safety and Welfare.
- Provide and maintain safe plant and equipment.
- Ensure safe handling, use and storage of substances, including training.
- Maintain safe working conditions and be prepared to order stop action in the event of unsafe working conditions.
- Implement emergency procedures, including evacuation in case of fire/lack of structural integrity, acts of terrorism/sabotage/arson or other significant incidents.
- Ensure personnel employed by Andel or otherwise working on our behalf act in a safe manner, ensuring others are not harmed/affected by our acts or omissions.

ANDEL LTD's Health and Safety Policy will be continually monitored and updated. The policy will be reviewed and updated at least every 12 months.



Peter Double

Managing Director

27th January 2026

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PART 2 - Responsibilities for Health and Safety

The person with overall and final responsibility for health and safety in ANDEL LTD is the Managing Director, Peter Double. In addition to other titles, he will be referred to as the Director of Safety.

The person responsible for overseeing, implementing and monitoring the policy is the Head of Compliance, Health and Safety, Phillip Parker who has devolved responsibility as Peter Double's nominated deputy in case of his absence.

The following are responsible for overseeing, implementing and monitoring the policy within their areas of responsibility:

- Floodline – Adrian Kedzior
- PPL – Ben Chapman/Teona Patrice
- IWS – Teona Patrice
- Manufacturing – Marshall Booth/Gillian Smethurst
- R&D - Tony Ward/Harry Merkel

Co-operation & Duty of Care

If we are to build and maintain a healthy and safe working environment, co-operation between all workers is essential. All employees shall co-operate with safety instructions and accept their duties under this policy. Disciplinary action may be taken against any employee who violates safety rules or who fails to perform his or her duties under this policy or knowingly violates the Health and Safety at Work etc. Act 1974 Pt1, Section 7, namely General Duties of Employees at Work.

All employees should:

- co-operate with supervisors and managers on health and safety matters.
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

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PART 3 - Arrangements for Health and Safety

Risk Assessments

Senior Management recognise that effective risk management is a fundamental part of ensuring the health, safety, and wellbeing of our employees, contractors, visitors, and any other individuals who may be affected by our operations. Central to this is our commitment to the systematic identification, evaluation, and control of workplace risks through the process of risk assessment.

Risk assessments form the foundation of our approach to accident and ill-health prevention. They help us proactively manage hazards and ensure that appropriate, proportionate measures are taken to reduce the risk of harm to the lowest reasonably practicable level.

Our approach to risk assessments includes the following key principles:

- **Identification of Hazards:** We systematically identify all potential hazards that could cause harm in the workplace, including physical, chemical, biological, ergonomic, psychosocial, and environmental hazards.
- **Assessment of Risk:** For each identified hazard, we assess the likelihood and potential severity of harm occurring. This assessment considers who may be affected (e.g., employees, visitors, contractors, vulnerable groups) and how.
- **Implementation of Control Measures:** Based on the risk level, we implement a hierarchy of control measures—starting with elimination of the hazard where possible, followed by substitution, engineering controls, administrative controls, and, as a last resort, personal protective equipment (PPE).
- **Regular Review and Monitoring:** All risk assessments are living documents. They are reviewed at regular intervals or when significant changes occur in our processes, equipment, personnel, or legal requirements. This ensures they remain current, relevant, and effective.
- **Recording and Documentation:** We maintain written records of all significant findings from our risk assessments. These records are readily accessible and are used to demonstrate compliance and support continual improvement.
- **Consultation and Communication:** We actively involve our employees and, where applicable, their representatives in the risk assessment process. Their knowledge and experience are invaluable in identifying risks and determining effective controls. All relevant findings and control measures are communicated clearly to ensure understanding and compliance.
- **Training and Competence:** All employees are provided with appropriate training to understand the risks associated with their work and the control measures in place. Those responsible for carrying out risk assessments are suitably trained and competent to do so.
- **Safe Plant and Equipment:** The organisation ensures that all plant, machinery and equipment are safe to use, properly maintained, and suitable for the tasks undertaken. Regular inspections, servicing schedules and statutory examinations are

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carried out by competent personnel. Defective equipment is taken out of service immediately and only returned once repaired and verified as safe.

- **Hazardous Substances (COSHH):** Hazardous substances are identified, assessed and controlled in accordance with relevant regulations. Suitable control measures, including ventilation, substitution, safe storage and PPE, are implemented to minimise exposure. Safety Data Sheets (SDS) are maintained and made accessible to all employees. Staff receive training on safe handling, use, and disposal of hazardous substances.
- **Information, Instruction and Supervision:** Employees are provided with clear information about workplace risks and the control measures in place. Adequate instruction, training and supervision are given to ensure tasks are carried out safely and competently. Supervisors are responsible for monitoring safe working practices and addressing unsafe behaviours or conditions promptly.
- **Accidents, First Aid and Work-Related Ill Health:** All accidents, incidents and near misses are reported, recorded and investigated to prevent recurrence. RIDDOR reporting procedures are promulgated to all staff. Sufficient first-aid facilities, equipment and trained first aiders are provided. Health surveillance is carried out where required by law or risk assessment. Anadel limited actively monitors work-related ill health and takes steps to reduce risks to employee wellbeing.
- **Fire Safety and Evacuation:** Fire risks are assessed and appropriate control measures implemented, including alarms, extinguishers, emergency lighting and clear escape routes. Fire evacuation procedures are established, communicated and practised through regular drills. Employees receive training on fire precautions and their responsibilities during an evacuation. Site based personnel attend mandatory site inductions.
- **Managing Asbestos:** The organisation complies with asbestos regulations by identifying, assessing and managing asbestos-containing materials (ACMs) as required. An up-to-date asbestos register and management plan are requested on site-based tasks. Employees and contractors are informed of the presence and condition of ACMs before work begins. Employees are trained in asbestos awareness.
- **Managing Fire Risks:** Fire hazards are identified through regular fire risk assessments. Control measures are implemented to reduce ignition sources, manage combustible materials and maintain fire safety systems. Fire safety equipment is inspected and maintained by competent persons at appropriate intervals.
- **Working at Height:** Work at height is avoided where reasonably practicable; where unavoidable, it is planned, supervised and carried out by competent individuals. Suitable equipment such as scaffolds, MEWPs or ladders is selected based on risk assessment. Fall-prevention and fall-arrest systems are used where necessary, and equipment is inspected before use. Employees are trained in Working at height processes.
- **Manual Handling:** Manual handling tasks are assessed to reduce the risk of injury. Mechanical aids and alternative methods are used wherever possible to avoid unnecessary lifting. Employees receive training on safe lifting techniques and are

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encouraged to report any concerns or difficulties. Work tasks are designed to minimise excessive force, awkward postures and repetitive movements.

By embedding risk assessment into all aspects of our operations, we aim to create a culture of safety, prevent incidents, and ensure compliance with all relevant health and safety legislation and guidance.

All employees are expected to contribute to this process by reporting hazards, following safety procedures, and supporting the implementation of control measures. Through this collaborative effort, we strive to maintain a workplace where risks are effectively managed, and safety is a shared responsibility.

Consultation and Communication

The Senior Management of ANDEL LTD see communication between workers as an essential part of effective health and safety management. Consultation will be facilitated by means of Health and Safety Committee meetings held every four months or as often as is deemed necessary. The purpose of Health and Safety Committee meetings is to provide a forum in which information may be conveyed and employees' questions on health and safety issues answered. In addition, these meetings will provide an opportunity to assess the continuing effectiveness of the policy.

The following personnel are nominated as Representatives of Employee Safety:

- Willem Lewis – Operations Director
- Marshall Booth – Technical Director
- Adrian Kedzior – Floodline Contracts Manager
- Gillian Smethurst – Manufacturing Manager
- Teona Patrice – IWS Contracts Manager
- Joshua Lenthall
- Paul Wraight
- Sarah Nowell
- Daniel Roger

The Senior Management of ANDEL LTD shall communicate to employees their commitment to safety and to ensure that employees are familiar with the contents of the company Health and Safety Policy. ANDEL LIMITED will communicate with its employees via meetings, newsletters, electronic media and through the Nat West Mentor HR Facility.

Compliance with the Construction (Design and Management) Regulations 2015 (CDM 2015)

It is the policy of ANDEL LTD to comply with the law as set out in the [Construction, Design and Management Regulations 2015](#). As a contractor, Anel Limited will ensure the

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requirements of CDM 2015 are complied with, and the requirements detailed in Regulations 8 and 15 are fully met.

Andel Limited is committed to ensuring full compliance with the Construction (Design and Management) Regulations 2015 (CDM 2015) and to promoting the highest standards of health, safety, and welfare in all construction-related activities. These regulations place legal duties on clients, designers, contractors, and other parties involved in construction projects to improve health and safety outcomes throughout the design, planning, and execution phases.

CDM 2015 applies to all construction work carried out by or on behalf of the organisation, regardless of the size, scale, or duration of the project.

General Commitment

Senior Management will ensure that all construction projects:

- Are properly planned, managed, and coordinated to control foreseeable risks.
- Involve the appointment of competent and appropriately resourced duty holders (e.g. Principal Designer, Principal Contractor) where required.
- Include sufficient time and resources for each stage of the project to be completed safely.
- Facilitate collaboration between all parties involved in the project.
- Integrate health and safety considerations into the design process from the outset.
- Provide workers with safe working conditions and adequate welfare facilities.
- Are supported by clear documentation including the Pre-Construction Information, the Construction Phase Plan, and the Health and Safety File where applicable.

Duties of the Organisation under CDM 2015

Depending on the role the organisation assumes (e.g. **Client, Principal Contractor, Contractor, Designer**), it will fulfil the following legal responsibilities:

As a Client, the organisation will:

- Make suitable arrangements for managing a project, including the allocation of sufficient time and resources.
- Ensure that those appointed as designers and contractors have the skills, knowledge, experience, and capability to carry out their duties.
- Ensure that the Principal Designer and Principal Contractor carry out their roles effectively.
- Provide relevant pre-construction information to all duty holders.
- Ensure that a Construction Phase Plan is in place before any work begins.

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- Ensure that the Health and Safety File is prepared, kept up to date, and handed over upon project completion.

As a Principal Contractor or Contractor, Anadel Limited will:

- Plan, manage, and monitor construction work to ensure risks are adequately controlled.
- Coordinate activities to ensure that everyone involved works together effectively.
- Ensure that workers are consulted and engaged on matters affecting their health, safety, and welfare.
- Provide appropriate supervision, instruction, and training.
- Maintain a safe site and adequate welfare facilities throughout the duration of the project.

As a Designer or Principal Designer, Anadel Limited will:

- Eliminate or control foreseeable risks through design choices.
- Ensure that health and safety is considered throughout the lifecycle of the building or structure.
- Liaise with other duty holders to ensure coordination and cooperation.
- Assist the client in assembling and providing pre-construction information.
- Prepare and update the Health and Safety File where required.

Notification and Documentation

For notifiable projects (where the work lasts longer than 30 working days and has more than 20 workers simultaneously on site, or involves more than 500 person-days of construction work), the organization will ensure that:

- An **F10 notification** is submitted to the Health and Safety Executive (HSE) before work begins.
- A **Construction Phase Plan** is developed and implemented by the Principal Contractor.
- A **Health and Safety File** is prepared and maintained by the Principal Designer.

Training and Competence

Senior Management will ensure that all individuals involved in the planning and execution of construction work receive appropriate information, instruction, training, and supervision to

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enable them to carry out their roles safely and in compliance with CDM 2015. This includes regular refresher training and toolbox talks for site operatives, and CDM-specific awareness training for staff with management, design, or client responsibilities.

Monitoring and Review

Compliance with CDM 2015 will be monitored through regular inspections, audits, project reviews, and safety meetings. Lessons learned from previous projects will be used to improve planning and risk management in future projects. Where shortcomings are identified, immediate corrective actions will be taken, and procedures updated accordingly.

Training Requirements

The organisation recognises that effective health and safety training is essential to maintaining a safe and healthy working environment for all employees, contractors, and visitors. We are committed to ensuring that all staff receive adequate and appropriate training to carry out their duties safely and competently, in accordance with legal requirements and industry best practices.

General Principles

All employees will be provided with health and safety training relevant to their role and working environment. This training will equip individuals with the knowledge and skills necessary to:

- Understand the health and safety risks associated with their work.
- Recognise and report hazards.
- Follow safe systems of work.
- Use equipment and personal protective equipment (PPE) correctly.
- Respond appropriately in emergency situations.

When Training Will Be Provided

Health and Safety training will be delivered at key stages of employment and operational change, including:

- **At induction:** All new employees, including temporary and contract workers, will receive health and safety induction training covering general workplace hazards, emergency procedures, accident reporting, and their responsibilities under health and safety legislation.
- **On job-specific tasks:** Where work involves hazards (e.g., working at height, manual handling, operating machinery, handling hazardous substances), employees will receive specific training prior to undertaking these tasks.

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- **When changes occur:** Additional training will be provided when new equipment is introduced, procedures change, work locations are altered, or new risks are identified.
- **When there is evidence of need:** Training will be delivered in response to incident investigations, audit findings, or performance reviews that identify gaps in knowledge or understanding.
- **Refresher training:** Regular refresher training will be scheduled as needed to ensure knowledge remains current, particularly in high-risk areas or where legislation requires certification renewal.

Roles and Responsibilities

- **Managers and Supervisors** are responsible for identifying training needs within their teams, ensuring that appropriate training is delivered, and monitoring its effectiveness.
- **Employees** are expected to actively participate in all required training, apply what they have learned in the workplace, and raise any concerns about health and safety training or understanding.
- The **Head of Compliance, Health and Safety** (or equivalent) will coordinate training programs, maintain up-to-date training records, and ensure that training content reflects current legislation and best practices.

Training Delivery and Evaluation

Training may be delivered through various methods, including face-to-face sessions, e-learning, toolbox talks, hands-on demonstrations, or external certified courses, depending on the nature and complexity of the subject.

The effectiveness of training will be evaluated through:

- Participant feedback and assessments.
- Observation of safe working practices.
- Incident and near-miss analysis.
- Audits and safety inspections.

All training records will be maintained and reviewed regularly to demonstrate compliance and support continuous improvement in health and safety performance.

Emergency Evacuation Procedures

Andel Limited is committed to ensuring the safe and effective evacuation of all personnel, visitors, and contractors in the event of an emergency, such as fire, gas leak, chemical spill, or any other situation that may pose an immediate risk to health and safety.

To achieve this, we will:

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- Develop, implement, and maintain clear evacuation procedures for all premises.
- Ensure that emergency exits, escape routes, and assembly points are clearly marked, unobstructed, and regularly inspected.
- Appoint and train enough fire wardens or evacuation marshals to assist in safe evacuations.
- Provide all employees with information and training on emergency procedures during induction and through regular refresher sessions.
- Display evacuation plans and emergency contact information prominently in all work areas.
- Conduct regular evacuation drills to test the effectiveness of procedures and identify areas for improvement.
- Make specific arrangements for individuals with disabilities or other special requirements to ensure their safe evacuation.

All employees and building occupants are expected to follow evacuation procedures immediately and without delay when an alarm is raised or when instructed to evacuate by an appointed person. Failure to comply with evacuation procedures may put lives at risk and will be treated as a serious breach of health and safety policy.

Policy Summary

This Health and Safety Policy set out Andel Limited's commitment to providing and maintaining a safe and healthy working environment for all employees, contractors, visitors, and others who may be affected by our operations. We recognize that the effective management of health and safety is essential to our overall success and sustainability.

We will comply with all relevant health and safety legislation, including the Health and Safety at Work etc. Act 1974 and associated regulations such as the Construction (Design and Management) Regulations 2015 (CDM 2015), where applicable.

Key commitments include:

- Preventing accidents, incidents, and cases of work-related ill health.
- Providing adequate training, information, and supervision to ensure safe working practices.
- Maintaining safe workplaces, equipment, and systems of work.
- Consulting with employees on matters affecting their health and safety.
- Reviewing and continuously improving our health and safety performance.

All employees and contractors are expected to cooperate with the implementation of this policy and to take reasonable care for their own health and safety and that of others. This policy will be regularly reviewed and updated as necessary to reflect changes in legislation, working practices, or organisational structure.

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Peter Double

Managing Director

01st October 2025

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