



TENTH REVOLUTION

Health and Safety Statement

This statement describes the behaviours observed by all companies under the Tenth Revolution Group ('the Group') umbrella. These include Frank Recruitment Group and Revolent Group.

April 2024

Overview

Tenth Revolution Group ('the Group') is a global leader in tech talent services. Through our portfolio of companies, we deliver a range of services to organisations looking to build their workforce or utilise additional resources for cloud implementation.

The Group is committed to ensuring the health, safety and welfare of its employees and it will, so far as is reasonably practicable, establish procedures and systems (H&S Framework and Risk Assessments) necessary to implement this commitment and to comply with its statutory obligations on health and safety.

Purpose

The purpose of this statement is to set our responsibilities as a company and employees' personal responsibilities.

Scope

This statement covers all employees of the Company, including all levels and grades, whether permanent, fixed-term or temporary (collectively referred to as "employees" in this statement.)



What our internal policy covers

While the Group will take all reasonable steps to ensure the health and safety of its employees, health and safety work is also the responsibility of the employees themselves. It is the duty of each employee to take reasonable care of their own and other people's health, safety and welfare and to report any situation which may pose a serious or imminent threat to the wellbeing of themselves or of any other person. If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job or use specific equipment, then it is the employee's duty to report this as soon as possible to their line manager, their health and safety representative, or the Group's HR department.

Disciplinary action under the Group's disciplinary procedure may be taken against any employee who violates health and safety rules and procedures or who fails to perform their duties under health and safety legislation.

Depending on the seriousness of the offence, it may amount to potential gross misconduct rendering the employee liable to summary dismissal.

What our internal policy covers

The Group will provide and maintain a healthy and safe working environment with the objective of minimizing the number of instances of occupational incidents and illnesses.

The Group will pay particular attention to:

1

Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work.

2

Providing a safe means of access to and egress from the workplace.

3

The provision and maintenance of equipment and systems of work that are safe.

4

The provision of such information, instructions, training and supervision as is necessary to ensure the health and safety at work of its employees and other persons.

The Company also recognizes its duty to protect the health and safety of all visitors to the Company, including suppliers and temporary workers, as well as any members of the public who might be affected by the Group's work operations.

What our internal policy covers

Fire

All employees have a duty to conduct their operations in such a way as to minimize the risk of fire and they are under a duty to report immediate any potential fire hazards. Office Guide Information is available on what to do in the event of a fire or emergency.

Employees at special risk

The Group recognizes that some employees may from time to time be at increased risk of injury or ill-health resulting from work activities. The Group therefore requires that all employees advise their line manager if they become aware of any change in their personal circumstances which could result in their being at increased risk. This could include medical conditions, permanent or temporary disability, taking medication and pregnancy.

First aid and reporting incidents at work

All safety incidents and accidents within the workplace must be reported. Incident records are crucial to the effective monitoring of health and safety procedures and must therefore be accurate and comprehensive. The Group will inspect the incident log on a regular basis and all incidents will be investigated and a report prepared, with any necessary action being taken to prevent a recurrence of the problem.

Organization

The Board of the Group has overall responsibility for health and safety in the Group.

Awareness

All employees will be made aware of safe working practices and procedures.

Systems and Policies

Systems and Processes

TRG Health & Safety Framework

Workplace Risk Assessments

Workplace/Site Guidance Documents

Visitor Safety Information

Onboarding/Induction Modules

Site & House Standards Information

Display Screen Assessment System (where applicable)

Incident Management System and Reporting

Personal Emergency Evacuation Plans

Annual H&S Company Reporting

Policies

Control of Significant Risk

Reporting & Removing of Hazards

Accident & Incident Reporting

First Aid

Visitors

Lone Working

Manual Handling

Children & Young Persons

Control of Contractors

Event Safety

Control of Fire Risks

Home Working

Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Lewis Miller, Chief Financial Officer and TRG Executive Board member

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