



IMPULSUS

HEALTH AND SAFETY POLICY STATEMENT

Version 2.0

Ian Storey - April 11th 2026

Impulsus | UK

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1 General background

Impulsus takes the safety and welfare of our staff and anyone engaged by, or working with, Impulsus, very seriously.

Our Health and Safety Policy plays an important role in setting and making clear the standards of health and safety that we apply in our business. It covers:

1. A 'Health and Safety Policy Statement of Intent' (our aims and objectives)
2. The organisation of health and safety (who has responsibility for what)
3. Your arrangements for health and safety (how risks are managed).

It is important that you read and ensure you understand the content of this policy. If you have any questions about it, please direct them in the first instance to Ian Storey.

This policy is not part of any employment or any other contract. Impulsus, may amend this policy from time to time. in line with the needs and practices of our business.

2 Impulsus background

Impulsus currently has less than 5 employees. All are UK based and work full time from home. It is envisioned that this will remain the case for the full year 2024 when we will review this policy.

2.1 Guidance materials

2.1.1 Managing home workers health and safety

<https://www.hse.gov.uk/home-working/employer/index.htm>

2.1.2 Lone working – protecting those working alone

<https://www.hse.gov.uk/lone-working/index.htm>

2.1.3 Home working – work safely with display screens

<https://www.hse.gov.uk/msd/dse/home-working.htm>

2.1.4 Work-related stress

<https://www.hse.gov.uk/stress/index.htm>

2.2 Current workspace

All UK employees are full time working from home.

If the need arises for collocated activity this will be sourced from a flexible provider, but not limited to, WeWork. Their policy is detailed here:

<https://www.wework.com/en-GB/info/working-together-to-build-a-healthier-workspace>

3 Impulsus Health and Safety Policy Statement of Intent

Impulsus is committed to ensuring the health, safety and welfare of our staff and treats all legislation as setting minimum requirements and ensures, so far as is reasonably practicable, that they are not exposed to significant risks to their health and safety.

We will:

- Demonstrate personal leadership that is consistent with this commitment
- Provide adequate control of the health and safety risks arising from our work activities
- Consult with our staff on matters affecting their health and safety
- Provide and maintain all our equipment safely
- Ensure safe handling and use of materials
- Provide information, instruction and supervision for staff
- Ensure all staff are competent to do their tasks, and to give them adequate training
- Maintain safe and healthy working conditions; and
- Review and revise this policy as necessary at regular intervals.

This Health and Safety Policy documents our arrangements for implementation of this policy. The success of this and the Health and Safety responsibility is dependent on staff's co-operation; it's therefore vital that all staff and contractors read and understands this document and the health and safety policy. staff must understand their role in arrangements for Health and Safety.

This policy will be reviewed at least annually in consultation with staff, changes or amendments in the law or our working circumstances.

Signed: Ian Storey

Director – April 11th 2026

4 Policy details

4.1 What does this policy cover and who is covered?

All staff, contractors and workers and other persons affected by the work we undertake are covered by Impulsus' health and safety policy.

Our policy is to:

- a) Understand the health and safety risks arising from our work activities
- b) ensure adequate control of those health and safety risks
- c) consult with our employees on matters affecting their health and safety
- d) provide the necessary information, instruction and supervision for employees
- e) ensure all employees are competent to do their tasks, and to give them adequate training
- f) prevent accidents and cases of work-related ill-health
- g) maintain safe and healthy working conditions
- h) review and revise this policy as necessary at regular intervals

5 Key responsibilities

The ultimate responsibility for health and safety within Impulsus is Ian Storey, Director.

The person who has been delegated the responsibility for insuring that our policy is implemented is Tamaryn Storey, Director.

Our responsibilities are:

1. First aid equipment and help, accident and injury logbook and RIDDOR reporting
2. Fire Safety
3. Vehicle and equipment maintenance
4. Health and safety training
5. General premises maintenance including condition of building, exits, utilities and services supplied

All those covered by our policy must:

- a) Co-operate with our relevant supervisors and managers on health and safety matters
- b) Not interfere with or misuse anything provided to safeguard their health and safety
- c) Take reasonable care of their own health and safety and that of others, and
- d) Report all health and safety concerns to an appropriate person

6 Arrangements

6.1 Plant Equipment

All Equipment is purchased and maintained by the company directors.

All issues with equipment are managed by the directors.

6.2 Other

Other parts of the policy to be defined formally when we have more than 5 UK employees.

- Risk Assessments
- Consultation with Employees
- Safe Handling and Use of Substances
- Information, Instruction and Supervision
- Training
- Accidents, First Aid and Work-Related Ill-Health
- Monitoring and Review
- Emergency Procedures, Fire and Evacuation

7 Disciplinary Action

Impulsus considers the H&S of all our staff, contractors and clients of utmost importance and all staff and contractors must comply with their obligations. If an employee fails to comply with the H&S arrangements a disciplinary process may be invoked. This may result in disciplinary action up to and including dismissal.

8 Training

All staff will be given training in the Impulsus H&S policy. The responsibility for this is with the line manager for the member of staff and attendance of this training is a requirement.

On no account should staff attempt to undergo a task where they perceive that there is a potential risk without the appropriate training and or instruction.

Ian Storey – Director

Date: April 21st 2024

Date for Review: *April 11th 2026*