

Health & Safety Policy STATEMENT



SAVILLE GROUP

Health & Safety Policy Statement

The Saville Group Limited trades as Saville Group. Saville Group is the parent company, and Sparq and Visavvi are the operating brands. Saville Group provides corporate leadership for the operating brands within the group. Saville Group steers the direction, sets the standards, fixes expectation and drives the momentum.

Through specialist brands Sparq and Visavvi, we continue to redefine the audio visual industry to meet rapidly evolving business needs.

Sparq delivers extraordinary experiences through exceptional 360 technical event production; delivering stunning brand engagement. The Sparq mission is to push the boundaries of event technology and apply their unique brand of creativity to reinvent the world of live events.

Visavvi help clients to collaborate, making business more successful. The Visavvi mission is to make true global collaboration between individuals a reality. Their vision is to enable business people to communicate in ways that are natural, freeing and empowering. The letters in the Visavvi name echo their roots in AV but the strong guiding parental support of Saville Group frees them to reinvent the industry.

This policy is applicable to Saville Group and its operating brands Sparq, and Visavvi.

We are committed to ensuring the health, safety and welfare of all employees and fully accept our responsibility for other persons who may be affected by our activities such as customers, visitors to our sites and those who, along with the general public, attend events at which we provide equipment and services. We ensure that other workers not in our employment are competent to undertake the projects requested. We comply with all applicable legal requirements and with other requirements to which Saville Group and its operating brands subscribe. We maintain an Occupational Health & Safety Management System which is certified against OHSAS 18001:2007. We aim to transition to the new Occupational Health & Safety Management System Standard ISO 45001:2018 before the end of 2020.

The principal aims of this policy and associated arrangements are to make clear our intention, put in place a framework for setting occupational health & safety objectives, and prevent during our activities;

- Injury, ill health or loss to any person affected by our undertakings;
- Any damage to, or loss of, plant, equipment, property, materials or products.

In addition, we aim to prevent;

- Delays in any processes or operations that could affect efficiency in delivering services to clients;
- Events and incidents that may adversely affect our reputation.

The ultimate responsibility for establishing, implementing and monitoring the policy against its aims, lies with the Directors of The Saville Group Limited, who will ensure the provision of;

- Necessary resources including finance, equipment, personnel and time to ensure the health and safety of all employees and others who may be affected;
- Arrangements for planning, development and review of this health and safety policy;
- Clear information, instruction, training and supervision;
- Plant, equipment and systems of work that are, so far as is reasonably practicable, safe and without risks to health;
- Safe and healthy working conditions including the provision of adequate welfare facilities;
- Commitment to undertake risk assessments to prioritise elimination of hazards and reduce occupational health and safety risk so far as is reasonably practicable;
- Commitment to continual improvement of the health and safety management system;
- Consultation with the workforce on health and safety issues, including with other employers working on our premises or other workplaces in which we are based;
- Encouragement to all staff to set a high standard of safety by personal example.

Health and safety is an integral part of all our activities. Our employees should not forget their own personal responsibility. Every employee has a legal duty to cooperate with us to enable this policy and associated arrangements to be successfully implemented.

Where an employee has control over an activity in any area, they must comply with our policies relating to that area and task. It is the duty of every person (as required by legislation) while at work;

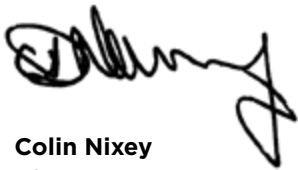
- To take reasonable care for the health and safety of themselves and of all other persons who may be affected by their acts of omissions at work;
- Not to interfere or misuse, intentionally or recklessly, anything provided in the interest of health and safety or welfare;
- To alert management of any concerns about health and safety.

The policy is communicated to all persons working for or on behalf of Saville Group and operating brands Sparq and Visavvi. This policy is freely available to the public via the company website.

This policy will be monitored to ensure that the objectives are achieved. It will be reviewed annually and, if necessary, revised sooner in the light of legislative or organisational changes.

The successful implementation of the policy requires the total commitment at all levels of the organisation, please work with us to make Saville Group and operating brands Sparq and Visavvi an exemplar organisation, securing the health and safety of all persons we work with and alongside.

Signed



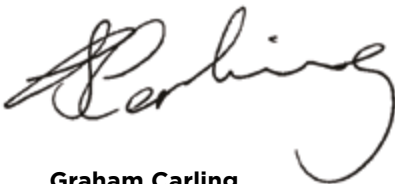
Colin Nixey
Director

Signed



Andy Dyson
Director

Signed



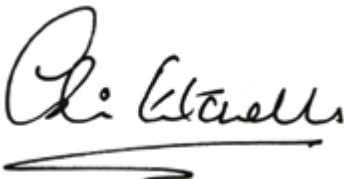
Graham Carling
Director

Signed



Ann Pickard
Director

Signed



Colin Etchells
Director

Adopted 4 October 2019

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