

Health and Safety Policy

Kocho Group Limited

UK & South Africa

ISO Control Ref: 5.2

Health and Safety Officer

Mitchell Joyce

Document Version V5.0



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Identification

File Name	Owner
Health and Safety Policy	Health and Safety Officer

Preparation & version tracking

Version	Title	Date	Action/comment
0.1	Information Security Manager	16/02/2022	Initial draft of corporate version of this document, taking content from the following: → TiG Health and Safety Policy Issue 5, October 2020 → ThirdSpace Health and Safety Policy, April 2021 → ThirdSpace Health and Safety Process
0.2	Information Security Manager	03/03/2022	Updates following review by People Team
0.3	Information Security Manager	08/03/2022	Updates following review by Head of UK Service Operations
1.0	Information Security Manager	17/03/2022	Issue 1 approved by People Director
1.1	Head of Compliance	01/12/2022	Updates to Sections 7 and 14 following review of new Cardiff office
2.0	Head of Compliance Health and Safety Officer	05/04/2023	Annual review: → Document structure reorganised → Text added to strengthen or clarify sections. → Health and Safety Officer's contact details added
2.1	Head of Compliance	11/08/2023	Document classification updated
3.0	Health and Safety Officer	22/03/2024	Annual review: → Document structure reorganised. → Updates to Sections 5, 13, and 14 → Text amendment throughout the document: Change "Health & Safety Officer" to "Health and Safety Officer" wherever it appears.
3.1	Health and Safety Officer	04/07/2024	Updates to Sections 1.3, 1.4, and have now included a new Section 14, and 15.



4.0	Health and Safety Officer	09/10/2024	Annual review: → Section 15 added to reflect the incorporation of the Cape Town South Africa Kocho office.
5.0	Health and Safety Officer	07/03/2025	Annual review: → Name changes to sections 6, 8, & 18.8.
6.0	Health and Safety Officer	23/03/2026	Annual review: → Name changes to sections 6 & 18.10.

Reviewers/Authorisers

Role	Description	Date	Date of Next Review
Health and Safety Officer	Authoriser	23/03/2026	March 2027



Contents

1	Introduction.....	6
1.1	Scope.....	6
1.2	Objectives.....	6
1.3	Kocho's Commitment to Health and Safety.....	6
1.4	Responsibilities.....	7
1.5	Training.....	8
1.6	Kocho Safety Rules.....	8
2	Employees at Special Risk	9
3	Smoking Policy.....	9
4	Travelling	9
5	Computer Use.....	10
6	First Aid Box and Accident Book.....	10
7	Reporting Accidents at Work.....	10
8	Fire Risk and Fire Wardens.....	11
9	Access via Walkways or Passageways.....	11
10	Manual Handling.....	11
11	Accessing Items from Height.....	11
12	Monitoring Contractors.....	12
13	Electrical Safety (Portable Appliance Testing - PAT)	12
14	Waste Management.....	12
15	Working from Home.....	12
16	Managing Extensive Work Hour.....	12
16.1	Guidelines for Managing Work Hours.....	12
16.2	Supervisory Responsibilities	12
16.3	Employee Responsibilities	13
16.4	Monitoring and Reporting	13
17	Infectious Disease Response (COVID-19 or Similar).....	13
17.1	Legionella Risk Assessment (Water Hygiene)	13
18	Kocho's Cape Town South Africa Office	13
18.1	Introduction & Legal Compliance	13
18.2	Scope & Application.....	13
18.3	General Duties of the Employer (Aligned to OHSA Act 85 of 1993)	13
18.4	Specific Risks in Office Environments.....	14
18.5	Risk Management & Audits:.....	14
18.6	Employee Responsibilities:.....	14
18.7	First Aid Box and Accident Book.....	14
18.8	First Aid Trained Employees	15
18.9	Fire Risk and Fire Marshalls.....	15



18.10	Kocho South Africa Office Health and Safety Representative	15
19	Appendix A: Health and Safety Risk Assessment	16



1 Introduction

1.1 Scope

This Health and Safety Policy applies to all employees, contractors, visitors, and anyone else who may be affected by our activities. It covers all locations and operations under the control of Kocho.

1.2 Objectives

At Kocho, we recognize that the health and safety of our employees is of paramount importance. We believe that every employee has the right to work in a safe and healthy environment, and that effective Health and Safety management is essential for the success of our business.

Particular attention is paid to:

- Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work.
- Providing a safe means of entry to and exit from the workplace.
- Ensuring the provision and maintenance of safe equipment and systems of work.
- Planning for ensuring safety to health in connection with the use, handling, storage and transport of articles and substances.
- Ensuring 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.

See also Appendix A of this document (Section 19) for details of the Health and Safety Risk Assessment.

1.3 Kocho's Commitment to Health and Safety

At Kocho, we are dedicated to ensuring a safe and healthy working environment for all employees. We will take every reasonable measure to prevent accidents and injuries while safeguarding the health and well-being of our team. This includes managing work hours effectively to avoid excessive workloads that could negatively affect employees' physical and mental health. We believe that effective Health and Safety management is fundamental to our business, and that everyone shares responsibility in achieving our Health and Safety goals.

This Health and Safety Policy will be reviewed annually to ensure compliance with evolving regulations, including the Health and Safety at Work Act 1974 and the Working Time Regulations 1998. These reviews will also ensure that the policy continues to reflect Kocho's commitment to health and safety.

As part of our dedication to ISO 45001, Kocho actively engages employees in health and safety matters. Employees are encouraged to participate in risk assessments, provide feedback on safety procedures, and contribute to health and safety audits. This collaborative approach ensures that employees' insights are integrated into our safety practices.

Kocho is fully committed to complying with all relevant Health and Safety legislation and best practices while continuously improving our Health and Safety management system. To support these efforts, Kocho has appointed a dedicated Health and Safety Officer. Kocho has the following risk assessments in place, including but not limited to: **Manual Handling, First Aid, Fire Safety,**



Pregnancy and Maternity, Working at Height, Electricity at Work, and Display Screen Equipment (DSE).

Health and Safety Officer:	Mitchell Joyce
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A Health and Safety law poster is also displayed in all Kocho offices.

Kocho also recognises its duty to protect the health and safety of all visitors, including contractors and temporary workers, as well as any members of the public who might be affected by Kocho's work operations.

1.4 Responsibilities

The Board has overall responsibility for Health and Safety at Kocho. Including the management of work hours to ensure that no employee is required to work extensive hours that could exceed health and safety thresholds as outlined in the Working Time Regulations 1998. It is responsible for providing the resources and support necessary to implement this policy by:

- Providing a safe and healthy working environment for employees, contractors, visitors and other stakeholders.
- Ensuring that all employees are aware of their Health and Safety responsibilities.
- Ensuring compliance with applicable Health and Safety legislation and regulations.
- Providing training and resources to enable employees to perform their work safely.
- Ensuring that all IT equipment and systems are safe and fit for purpose, and that regular maintenance and testing is carried out.
- Ensuring employees are not overburdened and that their work hours are managed to allow for adequate rest and recovery.
- Implementing systems to track work hours and ensuring compliance with legal requirements regarding maximum working hours and mandatory rest periods.
- Encouraging employees to take regular breaks and annual leave to maintain their well-being.

The Health and Safety Officer has responsibility for overseeing, implementing and monitoring Health and Safety procedures in Kocho and reporting back to the Board on Health and Safety matters. The Health and Safety Officer also conducts inspections/audits of the workplace with appropriate regularity, maintains safety records as required, and investigates and reports on accidents at work.

All employees are responsible for following safe work practices and cooperating with management in implementing Health and Safety measures by:

- Taking reasonable care for their own Health and Safety and that of others who may be affected by their work activities.
- Complying with all Health and Safety policies, procedures and instructions.
- Reporting all accidents, incidents and hazards to their supervisor or the Health and Safety Officer.
- Using ergonomic office equipment, such as chairs, keyboards, and monitors, in accordance with the manufacturer's instructions.
- Reporting any defects or malfunctions in IT equipment to their supervisor or the IT department.

Examples include:



- Fire risks, e.g. accumulation of combustible waste, blocking or obstruction of fire doors, corridors, or smoking in non-smoking areas.
- Electrical problems, e.g. worn cables, loose connections, multiple connectors to power sockets, faulty wiring or trailing cables.
- Defective equipment.
- Defective flooring, e.g. worn or frayed carpets, uneven or slippery surfaces.
- Unsuitable loading or stacking.
- Broken crockery or glass.
- Carelessness by an employee or other person on the premises, e.g. attempting to repair equipment without proper training.

Disciplinary action under Kocho'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 gross misconduct rendering the employee liable to summary dismissal.

1.5 Training

Kocho recognises that safety training is an important part of an effective Health and Safety programme and will provide appropriate training to enable employees to perform their job safely.

New starters to Kocho will be required to read and sign this Health and Safety Policy.

The Health and Safety Officer is responsible for coordinating the provision of Health and Safety training in liaison with the People & Development Advisor.

1.6 Kocho Safety Rules

Kocho's safety rules are as follows:

- All employees must take responsibility for their own safety and the safety of others in the workplace.
- All employees should be aware of and adhere to Kocho's rules and procedures on Health and Safety. Employees should familiarize themselves with their office location's emergency procedures, including evacuation routes, location of fire extinguishers, and location of first aid kits.
- All employees must immediately report any unsafe working practices or conditions to their Line Manager, a member of the Senior Leadership Team, or the Health and Safety Officer.
- Inappropriate behaviour, practical joking, running in the workplace, misuse of equipment or any other acts which might jeopardise the health or safety of any other person are forbidden.
- Any person whose levels of alertness are judged to be reduced due to illness or fatigue, or who is suspected of being under the influence of drugs or alcohol, will not be allowed to work if this might jeopardise the health or safety of any person.
- Employees must not adjust, move, or otherwise tamper with any electrical equipment or machinery in a manner not within the scope of their job duties.
- All waste materials must be disposed of carefully and appropriately, and in such a way that they do not constitute a hazard to other employees.
- No employee should undertake a job until they have received adequate safety instruction, and they are authorised to carry out the task.
- All injuries must be reported to the employee's Line Manager and to the Health and Safety Officer, who must keep a record of all injuries suffered and accidents occurring at work.



- All materials must be properly and safely used, and when not in use be properly and safely secured.
- Work should be planned to avoid injuries in the handling of heavy materials and while using equipment.
- Workstations and work sites must be kept clean and tidy with any spillage cleaned up immediately.
- Employees should always use common sense, e.g. closing cupboard doors and filing cabinet drawers when not in use and keeping floor areas free of obstructions.

2 Employees at Special Risk

Kocho recognises that some workers may from time to time be at increased risk of injury or ill health resulting from work activities. Employees are required to 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, or pregnancy. Kocho is committed to ensuring that pregnant employees are not exposed to undue risks in the workplace.

3 Smoking Policy

Smoking is strictly prohibited in all areas of the workplace, including offices, meeting rooms, restrooms, and common areas. This includes the use of e-cigarettes and vaping devices.

Smoking is only permitted in designated smoking areas outside the building. These areas will be clearly marked and equipped with ashtrays.

Employees who smoke must ensure they dispose of their cigarette butts and smoking materials in the designated ashtrays provided. Smoking materials must never be discarded in plant pots or other areas of the building.

4 Travelling

Kocho recognises that employees who are required to travel in the course of their work may be at increased risk. Employees are required to advise their Line Manager if they have any health or safety concerns, and that they pay attention to the following:

- Employees must not put themselves, or others, at risk by driving while unfit through tiredness or for any other reason.
- Employees should satisfy themselves that they are not being placed at unreasonable risk when travelling to foreign countries – for example by making use of Foreign Office advice.
- Employees should ensure they have any necessary medical preventatives and insurance. Kocho maintains travel insurance for its employees and will assist with any reasonable requirements that are identified in addition to the standard provision.
- If using their own vehicle to travel it is the responsibility of the employees to ensure it is in a roadworthy condition (e.g. has a recently passed MOT).
- Employees are asked not to take, or make, business calls whilst driving, even when using hands-free.
- Travelling During Pregnancy: Kocho values the health and well-being of all employees, and we recognize the additional considerations required for those who are pregnant. When travelling in the course of work, pregnant employees are advised to communicate any concerns to their Line Manager.



5 Computer Use

Employees must use computers and other electronic devices provided by the company for work-related purposes. Personal use of these devices should be kept to a minimum and should not interfere with work. Employees should take regular breaks and avoid prolonged use of computers to prevent eye strain, back pain, and other physical problems associated with computer use.

Employees should report any issues with their equipment, such as malfunctioning keyboards or flickering monitors, by raising a ticket with Group IT.

Employees must promptly inform Kocho of any suspected health issues relating to computer usage, so that any tests can be performed and any necessary preventative measures put in place at the earliest opportunity.

6 First Aid Box and Accident Book

A first aid box and accident book are located in all Kocho offices as detailed below:

Office	Locations of first aid box(es)	Location of accident book
London	Kitchen, reception, outside of boardroom	Held by Office Manager, London
Cardiff	Kitchen	Held by Office Manager, Cardiff

Accidents and ill health at work are reported under RIDDOR: (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

Office	Kocho Trained First Aiders
London	Lynne Mallett
Cardiff	Alix Sullivan Molly Richards

7 Reporting Accidents at Work

All injuries sustained by an employee at work, however small, must be reported to their Line Manager or the Health and Safety Officer and recorded in the accident book.

Accident records are crucial to the effective monitoring of Health and Safety procedures and must therefore be accurate and comprehensive. Employees who are involved in or witness an accident or near-miss must complete an entry in the accident book as soon as possible after the event.

The Health and Safety Officer will investigate each accident and prepare an accident report. This will summarise the accident record and detail the actions required to prevent a recurrence.

Employees are also encouraged to report any hazards or near-misses they observe in the workplace, to enable the company to take preventative action before an accident occurs.



8 Fire Risk and Fire Wardens

Fire is a significant workplace risk, and all employees must minimize this risk by reporting any fire, smoke, or potential hazards (e.g., faulty wiring) immediately. Employees should never attempt to repair or tamper with electrical equipment.

Fire alarms, smoke detectors, and extinguishers are regularly tested to ensure proper function. Building management handles alarm maintenance, while Kocho office managers oversee the fire extinguishers.

In the event of a fire, employees must alert others and evacuate if there is any danger. Firefighting should only be attempted if it poses no risk to personal safety.

Fire exits must always remain clear and accessible. Employees should be familiar with evacuation routes and assembly points. Fire drills are held at least every six months to ensure readiness.

The designated fire wardens for the Kocho UK offices are listed below:

Office	Fire Wardens
London	Lynne Mallett,
Cardiff	Alix Sullivan Molly Richards

9 Access via Walkways or Passageways

Walkways and passageways must always be kept clear and free from obstructions. If a walkway or passageway becomes wet, any spillage should be wiped up immediately. Trailing cables should not be left in any passageway. Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway.

10 Manual Handling

Employees should not attempt to lift or move a load which is too heavy to manage comfortably. Employees should ask for assistance if there is any danger of strain. When lifting an object off the ground, employees should assume a squatting position, keeping their back straight. The load should be lifted by straightening the knees, not the back.

11 Accessing Items from Height

Kocho recognises the potential for falls and injuries associated with accessing items from height in the office workplace. Our goal is to minimize the risk of injury to our employees and visitors by providing a safe environment for accessing items from height.

Employees should not attempt to obtain items from shelves which are beyond their reach. A ladder or stepping stool should be used, and employees must never use chairs or any makeshift device as an alternative.



12 Monitoring Contractors

Kocho will ensure that all contractors working on-site adhere to the company's health and safety policies. This includes conducting pre-qualification safety checks,

13 Electrical Safety (Portable Appliance Testing - PAT)

Kocho will ensure that all portable electrical appliances in the workplace undergo regular annual Portable Appliance Testing (PAT). This testing will help mitigate the risks associated with electrical faults and reduce the potential for fire hazards.

14 Waste Management

Kocho is dedicated to responsible waste management. All hazardous materials, including batteries and electronic devices, will be disposed of in accordance with UK regulations to prevent harm to employees and the environment.

15 Working from Home

At Kocho, we recognize the growing trend of remote work and are committed to ensuring the health, safety, and well-being of our employees while they work from home. Employees are encouraged to refer to the separate document **Remote Working Policy** which outlines the specific guidelines for Display Screen Equipment (DSE) assessments, ergonomic best practices, and maintaining a safe working environment

16 Managing Extensive Work Hour

16.1 Guidelines for Managing Work Hours

Kocho is committed to preventing excessive working hours and ensuring that employees maintain a healthy work-life balance. Long working hours can lead to fatigue, stress, and other health issues that negatively impact both personal well-being and overall productivity. Kocho employees must comply with the legal limits for daily and weekly working hours as set out in the Working Time Regulations 1998, with overtime kept to a minimum and carefully monitored to ensure adherence to these regulations. Additionally, employees must take regular breaks during the workday, including lunch breaks and short rest periods, to prevent continuous long hours of work.

16.2 Supervisory Responsibilities

- Team Lead or Scheduling Team should regularly review work schedules and workloads to prevent excessive hours.
- Regular check-ins with team members to discuss workload and well-being.



16.3 Employee Responsibilities

- Employees are responsible for managing their own work hours effectively and reporting any concerns about excessive workloads to their Team Lead.
- Ensuring they take breaks and use their annual leave entitlement.

16.4 Monitoring and Reporting

- Work hours will be monitored through our internal tracking systems.
- Any instances of exceeding work hour regulations will be promptly addressed, with appropriate measures taken to redistribute workloads or adjust work schedules as needed.

17 Infectious Disease Response (COVID-19 or Similar)

Kocho will implement health and safety protocols in response to infectious diseases in the workplace. This includes, implementing social distancing measures, and supporting remote working where necessary.

17.1 Legionella Risk Assessment (Water Hygiene)

Kocho acknowledges its responsibility to assess the risk of Legionella bacteria in water systems. In line with UK health and safety regulations.

18 Kocho's Cape Town South Africa Office

18.1 Introduction & Legal Compliance

- Kocho's Global Commitment: Kocho is dedicated to ensuring a safe and healthy working environment across all of its locations, including the UK and South Africa. We are committed to complying with both local and international health and safety regulations.
- South Africa-Specific Legal Compliance: In compliance with the Occupational Health and Safety Act (OHSA), Act 85 of 1993 in South Africa, this policy outlines the specific responsibilities and procedures for maintaining a safe working environment for all employees at our South Africa office.

18.2 Scope & Application

- This policy applies to all employees, contractors, and visitors at Kocho's offices globally, with specific sections relating to the **South African office**, in line with local regulations.

18.3 General Duties of the Employer (Aligned to OHSA Act 85 of 1993)

- Kocho, as an employer in South Africa, has a legal duty to:
- Ensure that the workplace is free from hazards and provides a safe environment for all.



- Conduct risk assessments to identify and mitigate hazards in compliance with Section 8 of the OHSA.
- Provide adequate information, instructions, and training on health and safety issues specific to South Africa's regulations.

18.4 Specific Risks in Office Environments

- Office Ergonomics: Risks related to workstation ergonomics (e.g., Display Screen Equipment (DSE) usage) must be assessed regularly. Kocho will ensure that workstations are set up correctly.
- Fire Safety: Fire drills and emergency evacuation procedures must be clearly communicated to all employees. Each office, including the South Africa office, will have appointed fire wardens, and evacuation routes must be kept clear at all times.
- Electrical Safety: All electrical installations and equipment in the office will be inspected regularly to prevent hazards, in line with both UK and South African regulations.
- Kocho's South Africa office adheres to the legal requirement of maintaining a specific Hazardous Chemical Agents (HCA) Policy.
- **Security Risks:** To safeguard employees and sensitive company information, the following measures will be implemented:
 - Access control systems must be maintained, ensuring that only authorized individuals can enter office premises.
 - Visitor logs and temporary access permissions must be strictly enforced.
 - Employees are required to report any suspicious activities or breaches of physical or information security immediately.
 - IT security protocols must include regular updates to devices, endpoint protection, and phishing awareness training to protect against cyber threats.

18.5 Risk Management & Audits:

- Regular Assessments: Health and Safety audits, including fire risk assessments, will be conducted annually in all Kocho offices, including South Africa.
- Documentation and Compliance: All action logs, audits, and assessments for the South Africa office will be documented within Kocho's ISMS.online platform, which also includes a copy of the Kocho Health and Safety Policy.

18.6 Employee Responsibilities:

All employees in Kocho's UK and South African offices are required to:

- Follow health and safety guidelines and participate in safety training, including fire drills and DSE assessments.
- Report any incidents, accidents, and hazards or potential safety issues to the Health and Safety representative.

18.7 First Aid Box and Accident Book

South Africa operates under a distinct legal framework for workplace incident reporting, governed by the **Occupational Health and Safety Act (OHSA), Act 85 of 1993**, and its associated regulations. Employers are required to report specific workplace injuries, diseases, and fatalities to the **Department of Employment and Labour** in accordance with the **Compensation for**



Occupational Injuries and Diseases Act (COIDA). And in accordance with the **OHS Act: General Admin Regulations.**

The First Aid box can be located within the kitchen area of the South Africa office. And the first aid log register is to be kept inside of the first aid box. However, all other incidents must be recorded on Annexure 1 form (Incident report form) which can be found in the OHS file.

Office	Locations of first aid box(es)	Location of accident book
Cape Town, South Africa (SA)	Kitchen area	First aid box / Health and Safety File

18.8 First Aid Trained Employees

Office	Kocho Trained First Aiders
Cape Town, South Africa (SA)	1. Chante Lakay 2. Jaques Myburgh

18.9 Fire Risk and Fire Marshalls

The designated Fire Marshalls for the Cape Town office is listed below:

Office	Fire Marshalls
Cape Town, South Africa (SA)	1. Andreas Coetsee 2. Dalmaine van der Westhuizen 3. Chris Hendrikse

18.10 Kocho South Africa Office Health and Safety Representative

Office	The Health & Safety Representative
Cape Town, South Africa (SA)	1. Jade Jacobs



19 Appendix A: Health and Safety Risk Assessment

Note: This risk assessment applies to both the London and Cardiff offices.

What are the hazards?	Who might be harmed and how?	What is already being done?	Does anything else need to be done to manage this risk?	Action by whom?
Slips and trips e.g. doorways (rain), spillages, stock on floor, cables, uneven surfaces	Staff and visitors may be injured if they trip over objects or slip on spillages.	Floor in good condition. Good lighting in all areas. There are no trailing leads or cables. Staff keep work areas clear, e.g. no boxes left in walkways. Deliveries stored immediately. Floor is only vacuum cleaned when office is closed. If fitted, doormats at entrance fitted flush to the carpet.	Remind staff to clean up spillages promptly, leaving the floor dry. Better housekeeping.	All staff
Use of a balcony (Cardiff office only)	Risk of injury to staff or visitors if they slip on wet surface of balcony. Risk of serious injury or death to staff or visitors if they fall from the balcony.	Overall condition of the balcony is considered good. There is a safety bar to provide balcony edge protection. The balcony door is to remain consistently locked and is strictly prohibited for use by Kocho staff, visitors, and contractors. The key to the balcony door is securely held by Building Management and is not stored in a pedestal. If necessary, the number of people allowed on the balcony at any one time must be restricted to prevent overcrowding.	Consider regular cleaning of the balcony floor to prevent the surface from becoming slippery (e.g. because of surface water or build-up of debris such as leaves). Consider additional anti-slip matting for the balcony floor.	All staff Building management (maintenance of balcony itself)



What are the hazards?	Who might be harmed and how?	What is already being done?	Does anything else need to be done to manage this risk?	Action by whom?
		No smoking/vaping is allowed on the balcony. The balcony is out of bounds in severe weather (e.g. heavy rain when the balcony floor surface will be very wet and potentially slippery).		
Hot water	All staff using the kitchen	Clear signage on hot water tap.	Continued signage awareness.	Office Manager
Manual handling, e.g. lifting equipment etc.	Staff risk injuries or back pain from handling heavy and bulky objects.	Suppliers to move heavy objects into the office/stock room. High shelves in stock room used for light objects only. Trolley used to transport boxes of paper and other heavy items (London office only).	Periodic checks to make sure heavy objects not stored on high shelves. Remind staff that they should not try to lift objects that look or appear too heavy to handle. Manual handling training.	People Team Staff whose duties involve manual handling
Display screen equipment	Staff risk posture problems, pain, discomfort or injuries, e.g. to hands or arms, from overuse, improper use or from poorly designed workstations. Headaches or sore eyes can also occur, e.g. if the lighting is poor.	Reassessment to be carried out at any change to work feature, e.g. equipment, furniture, or the work environment such as lighting. Workstation and equipment set to ensure good posture and to avoid glare and reflections on the screen. Staff take short, frequent breaks away from workstation. Staff do not use computers for long, continuous periods without breaks. Lighting and temperature suitably controlled.	Computer Health and Safety training given to all new starters. Check that identified actions from self-assessments are followed up ASAP. Tell staff to inform the manager of any pain they have that may be linked to computer use. Supervisors to monitor staff to ensure they continue to get breaks away from the computer.	All staff



What are the hazards?	Who might be harmed and how?	What is already being done?	Does anything else need to be done to manage this risk?	Action by whom?
		Adjustable blinds at window to control natural light on screen. Eye tests provided for those who need them; company benefit pays for basic spectacles specific for VDU use (or portion of cost in other cases).		
Working at height	Falls from any height can cause bruising/fractures.	Strong stepladder provided and staff trained how to use it safely to file high shelves (London office only).	Periodic checks on condition of stepladder and show staff how to use it.	People Team Staff whose duties involve working at height
Electrical e.g. faulty building wiring, faulty electrical appliances	Staff could get electrical shocks or burns from faulty electrical equipment. Electrical faults can also lead to fires.	Server room always kept on a cool temperature (London office only). Staff told to not bring their own appliances (toasters, fans etc)	Staff know how to safely turn the electricity off in an emergency.	Office Manager
Fire	If trapped, staff could suffer from smoke inhalation/burns.	Staff are trained in fire drills and assembly points.	A fire risk assessment is to be conducted annually by the Health and Safety Officer.	Office Manager Health and Safety Officer
Stress	All staff could be affected by factors such as lack of job control, bullying, not knowing their role etc.	Staff can talk to supervisors or manager if they are feeling unwell or uneasy about things at work. Zero tolerance on bullying.	Remind staff that they can speak confidentially to manager or supervisors (on a no-blame basis) if they are feeling unwell or ill at ease because of work.	Managers People Team



What are the hazards?	Who might be harmed and how?	What is already being done?	Does anything else need to be done to manage this risk?	Action by whom?
Lone Working	Staff could suffer injury or ill health while out of the office, e.g. when visiting a client's office, or while working alone in the office.	Field Operations Schedule tracks whereabouts of each engineer on a daily basis.	Whereabouts of staff 'out of the office' to be monitored by office- based staff.	Line Managers
Pandemic Failure to follow Government policies will lead to the spread of infection among our workforce and anyone they come into contact with.	All staff – either in the office or visiting client sites.	The office provides face masks, gloves, hand sanitiser and wipes to all staff. Employees follow government social distancing, mask wearing and handwashing guidelines. Employees follow government self-isolation guidelines if they feel unwell or develop symptoms. Staff only travel if necessary. Travel times to client sites to be discussed with an employee's Line Manager to ensure travel is limited to quieter travel times. A mask is worn when travelling on public transport. Staff will comply with the rules in place at a client site, which may be different at various offices. All employees to contact their Line Manager daily before heading to a client site to confirm they have not developed any symptoms or been in contact with anyone that has.	All staff to continue to follow government guidelines, site policies for wearing PPE and social distancing measures in place in all offices.	People Team All staff

About Kocho

At Kocho, we believe greatness lies in everyone.

That's why we exist, to help ambitious companies realise their potential.

By combining the power of Microsoft cloud technology with world-class identity, cyber security and our team of talented people, we take our clients on a journey of secure cloud transformation.

And we're with you every step of the way. Because the path to greatness isn't walked alone. We help you adopt and embrace the right technology solutions at the right time.

The result? Sustainable and secure growth that amplifies your business success.

Kocho. Become Greater.

Kocho 

 Microsoft
Solutions partner

Think
greater.



Better
together.



Do what's
right.



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