

Lone Working Policy

Hydro Group plc is committed to providing a safe working environment that meets the requirements of its employees. Hydro Group plc will eliminate any lone working, where possible. However, consideration will be given to the health and safety implications in respect of lone working if required.

The "Management of Health and Safety at Work Regulations 1999" require the employer to carefully consider and manage the risks for people working alone.

1.1 A lone worker is someone who works by themselves without close or direct supervision.

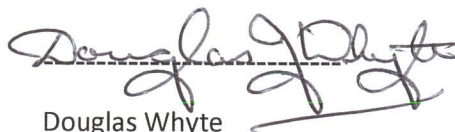
- Persons who work from home – in a low risk environment
- Persons who work alone in the office outside normal working hours
- Persons who work on their own outside of normal working hours (eg.maintenance)

1.2 Hydro Group plc will risk assess any lone working situations and involve the employee when considering the potential risks and measures of control. QHSE Department will ensure the risks are eliminated where possible or reduced as far as reasonably practicable.

1.3 This Policy applies to all employees working for Hydro Group plc or on our behalf in any capacity, including employees at all levels, directors, visitors or contractors. Anyone who is or who potentially may be a lone worker shall receive information, instruction and relevant training in respect of all identified hazards and the risks involved. Employees must be aware that some tasks may be too difficult or dangerous to complete by a lone worker.

- No employee will work in the workshops alone
- Employees can lone work in the office with prior approval and risk assessment completed by QHSE Department
- A Lone Working Health Declaration will be completed prior to lone working
- Lone Workers will follow the Risk Assessment and Instruction's given
- Any employee working alone will have access to a communication link
- It is the responsibility of the Line Manager to ensure that workers refrain from lone working when possible
- Hydro Group plc will provide adequate support in any lone working situation

Signed:



Douglas Whyte
Managing Director
Hydro Group plc

Date:

3/12/19