



Health and Safety Policy

Founded in 2021 Lightrise Consulting is leading Microsoft Dynamics partner with a background in Human Resources, deploying industry-leading Modern Workplace and Dynamics solutions. We bring these solutions to life with a host of Azure, Dynamics, Sharepoint, and Viva skills that connect the pieces of our client's employee journey so they can achieve success

- We make technology simpler
- We provide structure
- We drive results
- We underpin everything we do with humanity, integrity, humility and respect

Policy Statement

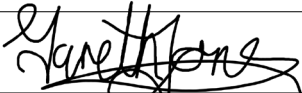
Part 1: Statement of intent

This is the health and safety policy statement of:

Lightrise Consulting Ltd

- prevent accidents and cases of work-related ill health (mental and physical)
- manage health and safety risks in our workplace
- provide clear instructions and information, and adequate training, to ensure employees are competent to do their work
- consult with our employees on matters affecting their health and safety
- provide and maintain safe equipment
- maintain safe and healthy working conditions
- implement emergency procedures, including evacuation in case of fire or other significant incident. We encourage each individual to address this in respect to their individual work environment
- review and revise this policy regularly

Our health and safety policy is to:



Signed

5 Jan 2022

Gareth Jones

Print name

January 2027

Next Review Date

Part 2: Responsibilities for health and safety

1 Overall and final responsibility for health and safety:

Gareth Jones (Director)

2 Day-to-day responsibility for ensuring this policy is put into practice:

Gareth Jones (Director)

3 To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

Gareth Jones (Operations, Delivery)
Jolanta Moniewska (HR, Delivery)

4 All employees should:

- co-operate with supervisors and managers on health and safety matters;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

Part 3: Arrangements for health and safety

Risk assessment

- We will complete relevant risk assessments and take action.
- We will review risk assessments when working habits or conditions change.
- Individual evacuation plans will be created and updated as needed (e.g. after a home move or significant environmental change).

Training

- All staff and subcontractors will receive a health and safety induction, including training on:
 - A) Remote working best practices
 - B) Display screen equipment (DSE) use
 - C) Incident reporting procedures
- We will provide ergonomic desk setups where needed to support safe and comfortable working conditions.
- Suitable arrangements will be made for employees working remotely, including access to safety resources and support.

Consultation

- We will consult staff routinely on health and safety matters as they arise and formally when we review health and safety.
- Formal consultation will take place during scheduled policy reviews or when significant changes occur.

Evacuation

- Individual evacuation plans are re-required and updated if necessary (e.g. home move, significant physical environment changes).
- Remote workers have to have access to basic first aid training and be encouraged to keep a first aid kit at home.
- Employees should identify local emergency services and keep contact details easily accessible.
- Employees working remotely must complete a home workstation safety checklist, covering ergonomics, fire safety, trip hazards and their emergency contact.

Health-Related Absences and Dismissal Safeguards

- Lightrise acknowledges the strengthened protections introduced by the Employment Rights Act 2025 in relation to employees whose absences arise from illness, injury or other health-related conditions.
- Employees now benefit from day-one entitlement to statutory sick pay and earlier unfair dismissal protection. As such, Lightrise will ensure that no employee is dismissed or disadvantaged as a result of health-related absence without a fair, lawful and well-documented process.
- Before taking any action relating to attendance, capability or dismissal, Lightrise will:
 - consider medical evidence and reasonable adjustments;
 - ensure compliance with expanded statutory sick pay rights;
 - follow a fair procedure in accordance with the six-month unfair dismissal threshold;
 - provide additional safeguards for pregnant employees and those returning from statutory family leave; and
 - ensure that no decision regarding health-related absence is discriminatory or in breach of employment legislation.
- These safeguards ensure Lightrise complies with the enhanced legal requirements governing dismissal decisions linked to health, as established under the Employment Rights Act 2025.

Edits	Date	Editor	Changes
1.	03 February 2026	Jolanta Moniewska	<ul style="list-style-type: none"> • Required by the Employment Rights Act 2025 to reflect strengthened dismissal protections relating to health-related absences, including day-one SSP entitlement and earlier unfair-dismissal rights.