



HEROISM POLICY

At Spline Gauges, we recognize and value the importance of community involvement and the responsibility each of us has to act in a heroic manner when circumstances require. This policy aims to support those who find themselves needing to act decisively in an emergency situation to assist someone in danger.

The purpose of this Heroism Policy is to:

Encourage employees to assist others in times of need without fear of legal repercussions for reasonable actions taken in an emergency.

Provide guidelines that help employees make judicious decisions during critical and emergent situations.

Scope

This policy applies to all employees of Spline Gauges, across all levels and locations, during working hours and company-related activities.

Definitions

Heroic Acts: Actions taken in an emergency to aid or protect an individual who is in danger, which are beyond usual job responsibilities.

Emergency Situations: Unexpected and immediate events that pose a threat to a person's health or safety.

Policy Guidelines

Good Samaritan Acts: Employees are encouraged to provide assistance in emergencies, acting as good Samaritans. Such assistance can be direct aid, calling emergency services, or helping manage the situation until professional help arrives.

Acting within Capability: Employees should only undertake actions they are confident are within their physical and technical ability. Where possible, employees should seek assistance from professional emergency services.

Legal Protection: Under the Social Action, Responsibility and Heroism Act 2015, employees acting heroically in good faith and without recklessness are afforded protection from liability. Spline Gauges supports all employees who act under such circumstances and will provide legal support if needed.

Reporting: After any incident involving a heroic act, employees must report the event to their supervisor as soon as possible. A written report should be submitted within 24 hours of the incident, detailing the actions taken and the outcome.

Approved by:
Ian Garrett
Managing Director
March 2026

The business aims to ensure that all its employees are engaged in the delivery of this policy.
The business will provide resources necessary to fulfil these policy requirements.