

ACTIVITY	PERSON AT RISK	SIGNIFICANT HAZARDS	RISK*			RISK CONTROL MEASURES	RESIDUAL RISK**		
			P	S	DR		P	S	DR
Working on High Voltage system or components	Technician and personnel in vicinity	Failure to turn off voltage could lead to electric shocks and arcs	4	5	20	<ul style="list-style-type: none"> No employee of ETS is permitted to work on High voltage systems or any component relating to the HV system. 	0	0	0
Ordinary service and repair operations not relating to the HV system	Technician	Coming into contact with damaged insulation on wiring	2	5	10	<ul style="list-style-type: none"> Visually inspect all wiring in the working area, especially bright orange wiring for fraying splitting and cracking. Cease work immediately if damaged wires are identified. Report damaged wiring to line manager immediately. Ensure appropriate PPE is worn (insulating gloves and protective footwear). All employees to be suitably trained. 	1	5	5
Ordinary service and repair operations not relating to the HV system	Technician	Combustion engine starting automatically resulting in trapping of hands or arms	3	4	12	<ul style="list-style-type: none"> Never consider the vehicle to be OFF only because the combustion engine is off. Always place keys at least 6 metres away from the vehicle whilst carrying out ordinary repairs. Only the person working on the vehicle to move keys from their isolated position. Long hair must be tied back, and loose items of clothing must be removed especially ties. All employees to be suitably trained. 	1	4	4

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Dealing with drained starter batteries on hybrid vehicles	Technician	Risk of explosion resulting in heat burns and/or chemical burns if attempting to jump start a vehicle	3	4	12	<ul style="list-style-type: none"> NEVER attempt to jump start or Hybrid vehicle under any circumstances. In the event of a drained starter battery either trickle charge or refer to manufacturer for starting procedures. All employees to be suitably trained. 	1	4	4
Ordinary service and repair operations not relating to the HV system	Technician and personnel in vicinity	Coming into contact with power supply cables or HV components	3	5	15	<ul style="list-style-type: none"> Where there is a possibility of coming into contact with power supply cables and/or HV components correct PPE must be worn (insulating gloves and safety footwear). Working area must be cordoned off and only trained personnel allowed access to working area. HV system must be disabled for a full 10 minutes before entering the work area. HV warning signs must be present around the working area. All employees to be suitably trained. 	1	5	5
Ordinary service and repair operations not relating to the HV system	Technician and personnel in vicinity	Personal safety risk if pacemaker fitted.	2	5	10	<ul style="list-style-type: none"> All employees to complete a health declaration prior to commencement of employment and to notify the Company in the event of a pacemaker being fitted during the course of their employment. No employee with a pacemaker fitted will be permitted to work in the vicinity of electric or hybrid vehicles without the express consent of a qualified medical practitioner. 	0	0	0

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Ordinary service and repair operations not relating to the HV system	Technician and personnel in vicinity	Emission of gasses from batteries causing fire/explosion	2	4	8	<ul style="list-style-type: none"> Company policy that no work to be undertaken on HV systems. All vehicles will be kept in well ventilated areas. All employees to be suitably trained. 	1	2	2
Movement of electric and hybrid vehicles	Employees and other persons in vicinity	Person being struck by moving vehicle (due to silent operation) resulting in injury or fatality	2	5	10	<ul style="list-style-type: none"> Members of the public not permitted in the workshop. Employees / technicians to check the area of vehicle movement prior to and during any vehicle movement. Employee / technicians to fully utilise vehicle safety aids, including park assist, reversing cameras, proximity sensors. All employees to be suitably trained. 	1	3	3
Working on A/C Compressors	Technician and personnel in vicinity	Electrocution form interfering with high voltage system	5	5	25	<ul style="list-style-type: none"> All staff informed that any hybrid or EV vehicle will have A/C compressor powered by high voltage side of vehicle. Only staff trained to EV level 4 or higher should work on high voltage system Full isolation procedure MUST be carried out by trained technician before proceeding Company procedure must be followed 	1	5	5
Jacking and lifting of Hybrid or EV vehicle	Technician and personnel in vicinity	Electrocution caused from piercing High voltage battery with jack or lifting arm	2	5	10	<ul style="list-style-type: none"> All staff aware high voltage cables coloured orange and aware if dangers Only lift vehicle on manufacturers set lifting point typically an indent in floor pan If in any doubt technician to refer to Autodata for further advice Further clarification can be found in vehicles handbook often in vehicles computer or paper book If still in doubt on correct position do not lift vehicle 	1	5	5

PROBABILITY (P) = Remote (0) – Unlikely (1) – Possible (2) - Probable (3) – Very Likely (4) – Certain (5)

SEVERITY (S) = No injury (0) – Minor Injury (1) – First-aid Injury (2) – 3 Day Injury (3) – Major Injury (4) – Fatality/Disability (5)

DEGREE OF RISK (DR) = PROBABILITY x SEVERITY

* Risk identified in the absence of any control measures in place.

** Residual risk is the level of risk that remains after suitable and sufficient risk control measures are introduced

Signature Sheet

Signed originator	Keith Ambrose	Job title	Director
Date completed	1 st February 2025	Date for revision	March 2026

Document Control			
Version	Date	Comment	Person
1	01/02/2025	Original document drafted	Keith Ambrose
2			
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Risk Assessment Matrix – Multiply the scores Probability (P) x Severity (S) to determine Degree of Risk (DR)

			Probability					
			(0)	(1)	(2)	(3)	(4)	(5)
Severity			Remote	Unlikely	Possible	Probable	Very Likely	Certain
			No Injury	(0)	0	0	0	0
Minor Injury	(1)	0	1	2	3	4	5	
First-Aid Injury	(2)	0	2	4	6	8	10	
3 Day injury	(3)	0	3	6	9	12	15	
Major injury	(4)	0	4	8	12	16	20	
Fatality/Disability	(5)	0	5	10	15	20	25	

Low	0 - 2	Monitor	Tolerable risk. No additional controls required. Employees made aware of safe/correct systems of work.
Medium	3- 9	Improvement	Action may be required to further reduce the risk to acceptable level. Periodic review of process or activity.
High	10 +	Immediate Action	Unacceptable risk. Stop activity immediately. Inform next level of management and refer to Safety Co-ordinator. Possible cessation/withdrawal of process or activity