

Health and Safety Policy

- 1) It is the Company's policy that its operations shall be conducted in such a way as to ensure, so far as is reasonably practicable, that the health, safety and welfare of its employees and of any other person who may be affected by its operations are protected. This policy will be actively pursued by the Directors and Managers and the company is committed to the prevention of injury and ill health.
- 2) The Company requires that a high standard of safety, health and welfare shall be achieved and consistently maintained both on site and at the Company's offices.
- 3) It is imperative that every employee familiarises him or herself with the content of this policy. Its effectiveness can only come from the combined efforts of us all. We expect every employee to give their full commitment and cooperation to the implementation of this policy.
- 4) The Company acknowledges the fact that safety and operational efficiency are complementary and that the use of safe working practices and accident prevention techniques are a most important responsibility of management.
- 5) The requirements of the Health and Safety at Work etc. Act 1974, and the Management of Health and Safety at Work Regulations 1999 and all legislation relevant thereto shall be regarded as the minimum standard of health, safety and welfare to be achieved and the company will comply with all legal and other identified requirements relating to its Occupational Health and Safety (OHS) hazards.
- 6) This company will allocate sufficient resources to enable the Policy to function effectively. An annual review shall be conducted to determine the resources required to implement this policy. Planning and organising is an ongoing activity within the business. Our procedures are certificated to OHSAS 18001 and are continually reviewed in order to ensure continuous improvements to our procedures and performance. The reviews shall identify the human and financial resources required to implement our policy.
- 7) Protective clothing and equipment shall be made available to employees, and shall be used by all employees when the nature of the work being carried out requires the use of such protective gear in the interests of health and safety. Personal Protective Equipment (PPE) shall only be used as a workplace precaution and as the last resort.
- 8) All employees shall be encouraged to submit suggestions and ideas for improving the general standards of health, safety and welfare.
- 9) Employees have a duty under Section (7) of the Health and Safety at Work etc Act 1974 to take reasonable care for their own safety and the safety of any other person who may be affected by their acts or omissions and also to co-operate with the Company in its arrangements to perform or comply with statutory safety obligations which include adherence to the Company's Safety Policy.
- 10) All employees, regardless of status, found to be deliberately and consistently negligent in their performance of the Company's Policy on Health, Safety and Welfare may be subject to instant dismissal.
- 11) This Policy will be reviewed annually or revised and updated when new legislation or guidance is introduced.

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Guy T Butler
Managing Director

March 19