



General Statement of Occupational Health & Safety Policy

Health and Safety at Work etc. Act 1974

We are committed to excellence in all aspects of our undertaking, including our management of Health & Safety at work.

Our general policy is to ensure, so far as is reasonably practicable, the Health & Safety and welfare at work of our employees and the Health & Safety of any others who may be affected by our undertaking.

More specifically, we will ensure that:

- work equipment is suitable for its intended purpose and is maintained in safe working order;
- safe storage is provided for hazardous substances and they are used in accordance with the manufacturer's instructions;
- the workplace and work environment are maintained in a safe condition with adequate heating, lighting and ventilation, and that suitable welfare facilities and arrangements (including for first-aid) are provided and maintained;
- suitable personal protective equipment is provided to eliminate or reduce the risk of injury or ill-health where hazards and risks cannot be controlled by other, more effective, means;
- all employees are adequately instructed, trained and supervised on the safe working practices to be followed; and, as necessary,
- workplace transport and occupational road risks are identified, assessed and managed.

We will comply with the requirements of relevant Health & Safety legislation and approved codes of practice and, as appropriate, strive to implement relevant guidance published by the Health and Safety Executive. More specifically, we will comply, as necessary, with the duties imposed on us by the Construction (Design and Management) Regulations 2015 and will, as necessary, implement additional Health & Safety measures imposed by clients and principal contractors.

We will comply with the requirements of relevant road traffic legislation and strive to ensure our drivers comply with the requirements of the Road Traffic Act and guidance contained in the Highway Code.

We will seek to continually improve our Health & Safety performance, including our management of Health & Safety, to raise standards and reduce the potential for work-related injuries, cases of occupational ill-health or other workplace incidents that have the potential to impact on Health & Safety (such as dangerous occurrences). To support that process, we will set and monitor Health & Safety objectives and targets and implement improvement plans.

We will conduct, record and, as necessary, review suitable and sufficient risk assessments to identify any significant workplace or work-related hazards and risks, including those relating to occupational health, occupational driving and fire safety, and determine the measures necessary to eliminate, reduce or control risks to an acceptable level. We will communicate the significant findings of assessments to those affected and ensure adequate information is provided and safe systems of work implemented to manage and control significant risks.

Our aim is to achieve a Work-safe culture with a zero tolerance to or acceptance of unnecessary Health & Safety hazards and risks and, thereby, underpin our commitment to preventing injury or cases of occupational ill-health. Consequently, we will not compromise Health & Safety with the intent or purpose of achieving other objectives.

To support this aim, we will ensure there is active involvement of our employees (and those working under our managerial control) in ensuring Health & Safety, and our employees (and those working under our managerial control) will not be discriminated against on the grounds of Health & Safety.

Employees (and those working under our managerial control) are required to actively support us in fulfilling our Health & Safety obligations and must co-operate with us and take reasonable care for their own Health & Safety and that of others who may be affected by their acts or omissions whilst at work. Employees (and those working under our managerial control) must not work under the influence of drugs (whether recreational, over the counter or prescription) or alcohol or if fatigued.



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We will inform our employees (and those working under our managerial control) of their Health & Safety responsibilities and ensure they are competent to undertake the work expected of them. We will provide them with adequate Health & Safety information and, as appropriate, Health & Safety training. To that end, we will check the Health & Safety competence of any sub-contractor and self-employed workers we engage.

Our employees (and those working under our managerial control) will be made aware of this policy statement and our commitment to ensuring its effective implementation.

We will maintain and implement a documented occupational Health & Safety management system conforming to the requirements of ISO 45001:2018 Occupational health and safety management systems - Requirements.

We will provide sufficient resources to ensure this policy is effectively implemented.

We will periodically review and, as necessary, revise this policy statement to ensure its continuing appropriateness to meet our managerial, operational and legal needs.

Approval and authorisation.

This policy statement is approved. It replaces the previous version and has immediate effect.

A handwritten signature in black ink that reads 'Alister Bayford'.

Alister Bayford
Managing Director
Reviewed 07/05/2024