



POLICY FOR HEALTH AND SAFETY AT WORK

1.0 GENERAL STATEMENT

The Company recognises its health and safety duties under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, The Construction (Design & Management) Regulations 2007 and concomitant protective legislation, including the Environmental Protection Act 1990, the Environment Act 1995 and the Regulatory Reform (Fire Safety) Order 2005, both as an Employer and as a Company and to that end has appointed members of Staff to be responsible for health and safety maintenance at the Company, to keep workplace procedures relating to health and safety under constant enforcement review and development and to liaise with the Health and safety Executive whenever necessary, so as to keep the Directors and Management updated on any new Legislation affecting them, EU Directives, Regulations and British Standards, in order to ensure compliance with the same.

In recognition of its duties under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), the Company has instituted a system for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, including injury to any Trainee, and this is in addition to its statutory duty to keep an Accident Book available for inspection by an Inspector of the Health and Safety Executive.

In furtherance of (1), the Company proposes always to comply with its duties under S 2 of the Health and Safety at Work Act and the Management of Health and Safety at Work Regulations 1999, Regs 3-6, towards its Employees and, more particularly, so far as is reasonably practicable, to

- a) provide and maintain a safe place of work, a safe system of work, safe appliances for work and a safe and healthy working environment;
- b) provide such information and instruction as may be necessary to ensure the health and safety at work of its Employees and also compliance with the Health and Safety

Information for Employees Regulations 1989, the Personal Protective Equipment at Work Regulations 1992, the Workplace (Health, Safety and Welfare) Regulations 1992 (as amended), the Health and Safety (Display Screen Equipment) Regulations 1992, the Construction (Design & Management) Regulations 2007, the Employment Rights Act 1996 and the Management of Health and Safety at Work Regulations 1999, and to promote awareness and understanding of health and safety throughout the workforce;

- c) ensure safety and absence of health risks in connection with use, handling, storage and transport of articles and substances;
- d) make regular Risk Assessments to Employees;
- e) take appropriate preventative / protective measures;
- f) provide Employees with health surveillance, where appropriate;
- g) appoint competent Personnel to secure compliance with statutory duties.

In further recognition of its statutory and common law duties, the Company has taken out insurance, with an approved Insurer, against liability for death, injury and / or disease suffered by any of its Employees and arising out of and in the course of employment, provided only that it was caused by the negligence and / or breach of statutory duty on the part of the Company; such certificate of insurance being prominently displayed so as to be available for inspection at all reasonable times by Employees and the Health and Safety Executive.

All Employees of the Company agree, as a term of their Contract of Employment, to comply with their individual duties under S 7 of the Health and Safety at Work Act, Reg 12 of the Management of Health and Safety at Work Regulations 1999 and generally co-operate with their Employer so as to enable the Employer to carry out his health and safety duties towards them. Failure to comply with health and safety duties, regulations, works rules and procedures regarding health and safety, on the part of any Employee, can lead to dismissal from employment; in the case of serious breaches, or repeated breaches, such as dismissal may be instant without prior warning through the Company disciplinary procedure.

Prime responsibility for health and safety lies with the Directors of the Company and its Managers and Site Foremen.

In recognition of its duties towards the general public and all lawful Visitors to the Company's premises, or other sites of work, the Company regards the extent of its duties as compatible with Sections 2 and 5 of the Health and Safety at Work Act and the Occupiers' Liability Acts 1957 and 1984. In particular, where Visitors are under a statutory duty to wear personal protective clothing, or otherwise to take reasonable precautions for their own health and safety, failure to do so will be regarded as a breach of Company Policy, entitling the Company

to take such measures as it considers appropriate, including asking the Visitor to leave the premises or site.

This Policy has been prepared in furtherance of S 2(3) of the Health and Safety at Work Act 1974 and binds all Directors, Managers, Site Foremen and Employees, in the interests of Employees and Customers. We request that our Customers and Visitors respect this Policy, a copy of which can be obtained on demand.

Signed *P. Bradley*
Managing Director

Date *23 MAY 2011*

Last Revised: January 2011
Issue No': PLP 007 / 11

