

Health and Safety Policy

Our employees are of paramount importance

The health, safety and welfare of our employees demands at least the same degree of attention and emphasis as that placed on our mainstream activity, which encompasses quality, proficiency, environmental and financial awareness. We also recognise our responsibilities for the health and safety of others that may be affected by our activities.

It is our aim to achieve a working environment that is free of work related accidents and ill health and to this end we will pursue continuing improvements from year to year.

Overall responsibility for Health and Safety within the Company rests with the Chief Executive Officer.

The Health and Safety Manager is Gary Flockhart.

We undertake to discharge our statutory duties by:-

1. Identifying hazards in the workplace, assessing the risks related to them and implementing appropriate preventative and protective measures.
2. Providing and maintaining safe plant and equipment.
3. Establishing and enforcing safe methods of work in accordance with all relevant statutory Acts and Regulations including but not exclusive to:
The Health and Safety at Work etc Act 1974,
The Health and Safety (First Aid) regulations 1981,
The Management of Health and Safety at Work Regulations 1999 (as amended),
The Regulatory Reform (Fire Safety) Order 2005,
The Employers Liability (Compulsory Insurance) Act 1969 and Regulations 1998 (as amended), and
The Confined Spaces Regulations 1997.
4. Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility.
5. Ensuring that tasks given to employees are within their skills, knowledge and ability to perform.
6. Ensuring that competence is maintained through the provision of refresher training as appropriate.
7. Promoting awareness of health and safety and of good practice through the effective communications of relevant information.

8. Setting Health and Safety objectives and targets using inputs including Near Miss Reports, Accident Statistics and Audit Results. The objectives will be monitored by being presented to the Management System Review Meetings.
9. Informing non-employees of the potential on-site hazards. Team Leaders should ensure that access to confined spaces is restricted to authorised persons and that common access areas are secure and clearly signed.
10. Furnishing the resources needed to meet these objectives.

All employees on their part are encouraged to contribute actively towards achieving a work environment which is free of accidents and ill health. They are also required to comply with all published policy statements.

All employees are reminded that they have a duty to:

Take care of their own health and safety and that of others that may be affected by their actions at work

Co-operate with the Company and co-workers to help everyone meet their legal requirements.

All accidents, however slight, are to be reported through line management and recorded in the accident book. Should there be an absence from work as a result of an accident which has not been reported entitlement to industrial injury benefit may be lost.

Fire procedure

You are required to familiarise yourself with the fire instructions which are displayed on the company notice board and to observe them in the event of a fire.

Failure to observe Health and Safety standards by employees would be in contravention to the "Health and Safety at Work – section 7" and may result in disciplinary action including the possibility of dismissal following incident investigations.

This policy is set by the Chief Executive Officer and its operation will be monitored in accordance with the audit plan. It will be reviewed at least annually.

Jim Panton



Chief Executive Officer

October 2019