

Health and Safety Policy

The health, safety and welfare of our employees is of paramount importance. It demands, and will be provided with, at least the same degree of attention and emphasis as that placed on our mainstream activity, which encompasses quality, proficiency, environmental considerations 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 Managing Director.

The Health and Safety Manager is Gary Flockhart.

To discharge our statutory duties, we undertake to:

1. Identify hazards in the workplace, assess the risks related to them and implement appropriate preventative and protective measures to minimise those risks.
2. Provide and maintain safe plant and equipment.
3. Establish and enforce 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. Recruit and appoint personnel who have the skills, abilities and competence commensurate with their role and level of responsibility.
5. Ensure that tasks given to employees are within their skills, knowledge and ability to perform.

6. Ensure that competence is maintained through the provision of refresher training as appropriate.
7. Promote awareness of health and safety and of good practice through the effective communications of relevant information.
8. Set 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. Inform non-employees of the potential on-site hazards. Team Leaders must ensure that access to confined spaces is restricted to authorised persons and that common access areas are secure and clearly signed.
10. Provide the resources needed to meet these objectives.

All employees are encouraged to contribute actively towards achieving a work environment which is free of accidents and ill health through consultation and participation. 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 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.

Failure to observe Health and Safety standards by employees would be in contravention to statutory regulation and may result in disciplinary action including the possibility of dismissal following incident investigations.

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

Jim Panton



Managing Director
October 2023