

## Health and Safety Policy Statement

The health, safety and welfare of our employees is of paramount importance. It will be provided with at least the same degree of attention and emphasis that is placed on our other activities (quality, proficiency, environmental considerations and financial awareness). We recognise our responsibilities for the health and safety of others that may be affected by our activities.

We aim to achieve a working environment free from work related accidents and ill health and to this end we will pursue continuing improvements. We operate a Health and Safety Management System that is accredited to the ISO 45001:2016 standard to help us achieve this.

Overall responsibility for Health and Safety within the Company rests with the Managing Director.

The Health and Safety Manager is Gary Flockhart.

Other specific Health and Safety responsibilities are detailed in the Organisation section (HSM03) of the policy

To discharge our statutory duties, we undertake to:

1. Identify hazards in the workplace, assess the risks related to them and use appropriate preventative and protective measures to minimise them.
2. Provide and maintain safe plant, equipment and a safe workplaces.
3. Use and enforce safe methods of work in accordance with all relevant statutory Acts and Regulations including but not limited 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 in line with their role and level of responsibility.
5. Ensure that employees tasks are within their skills, knowledge and ability.

6. Provide appropriate refresher training to ensure that competence is maintained.
7. Promote awareness of health and safety and of good practice by providing effective communication 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, participation, suggestions and feedback. They are also required to comply with all published policy statements and 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 because 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 2024