

HEALTH and SAFETY POLICY

General Statement

It is the Directors' policy to provide and maintain so far as is reasonably practicable a safe and healthy working environment for all employees. The minimum commitment is to ensure that all practices comply with legal requirements. This extension is also offered to the public and third parties to prevent them being placed at risk, in so doing the Company will comply with all current statutory requirements.

The Directors also recognise that health and safety is a business function and must, therefore, continually progress and adapt to changes. The approach to health and safety will be based on the identification and control of risks.

A positive culture will be encouraged within the organisation and this encouragement shall be actively supported by senior management.

Objectives and Requirements: -

1. The Company commits to a framework for setting health and safety objectives through the policy and arrangements. These will be reviewed through the Management Reviews by the Management Team approaching Michael Bailey for assistance with Legal Requirements and Compliance prior to publishing.
2. The Company commits to providing such information, training and supervision as identified by the Management, required to provide safe working practices for the prevention of injuries and harm to employees. This commitment is extended to providing such information, instruction and training to prevent ill health caused by exposure to workplace practices that could have a detrimental effect on employees' long term wellbeing
3. The Company Commits to fulfil all Legal Requirements and Other Requirements. Other Requirements include instructions from 3rd Parties such as the Insurance Company, Customer Requirements, Enforcement Agencies (such as HSE, Fire and Rescue Authority) relevant HSE Guidance Documents, British Standards and ISO45001:2018,
4. We commit to providing such medical and safety services as are required to implement this policy to employees and others, including temporary staff to ensure their competence with respect to health and safety. The provision will be reviewed every 12 months for suitability,
5. The Company Commits through suitable and sufficient assessment to identify all Hazards and Risks and to apply the Hierarchy of risk control in the Elimination and Risk Control to ensure that all persons effected by our undertaking are suitably protected.
6. The Company will commit to ensure that adequate arrangements are also in place for safeguarding the health and safety of visitors, through site inductions, signing in and out, fire arrangements.
7. The Company recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. The Company commits through various Consultation methods to understand the suitability of controls and their impacts on all employees and will seek through Consultation to improve all aspects of our Health and Safety function. Managers have specific duties and responsibilities to comply with the letter and spirit of Company policy.
8. Employees have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required.
9. It is the responsibility of all employees to bring to the attention of their manager any apparent Health and Safety hazard in their workplace.
10. The Company will ensure that health and safety management is an integral part of the manager's function and will monitor their performance along with their other duties.
11. The Company will commit to a system to ensure that accidents and 'near-misses' are fully investigated, and appropriate action taken to reduce the likelihood of their occurrence. To assist in this process the company has appointed Q1tum to undertake investigations on all RIDDOR related incidents
12. The Company will commit to ensure that procedures are established to ensure that safe equipment and plant are provided for employees and non-employees.

The Company has appointed an Internal Person (Production Manager) and an External Safety, Health & Environmental Advisor in the role of the Competent Persons to provide advice to support Departmental Management in their duties set out above.

The General Arrangements are set out in the general arrangements section.

Specific Arrangements are separate documents issued by the relevant manager on an activity basis or for specific operations within a department.

The Responsibilities throughout the organisation for Health and Safety are set out in this document.

Signed on behalf of the board



James Newsome
Managing Director
Date October 2022