

Health and Safety Policy Statement – H&S028

The CEO is firmly committed to doing all that is reasonably practicable to protect the health, safety and welfare of all employees and other persons affected by our activities through applying the high standards set out within this policy.

Issued in accordance with the Health and Safety at Work etc. Act 1974 and all other relevant UK health and safety legislation

The HR Director has overall responsibility for ensuring that we maintain high standards of health and safety. However, we rely on all of our employees and other individuals or organizations engaged to work with us to play their part in implementing our health and safety policy and drawing to our attention, areas in which we can improve.

The Board, Senior Leadership Team and Line Managers will in particular take all reasonably practicable steps to:

- Provide and maintain a safe and healthy working environment including safe access arrangements and suitable welfare facilities.
- Provide information, instruction, training, and supervision to enable employees to perform their work safely, including displaying a copy of this policy at every location and drawing the policy to the attention of new starters.
- Undertake risk assessments, implement the identified control measures, and ensure that safe systems of work are applied in relation to all of our activities.
- Ensure safety and the absence of risks to health in connection with the storage, handling, use and transport of articles and substances.
- Ensure that all company vehicles and work equipment are suitable for purpose and properly maintained
- Minimise the use of hazardous or dangerous substances and where their use cannot be eliminated, implement suitable controls.
- Make available all necessary safety devices and protective equipment and supervise their use
- Take steps to assess the competence of any contractor we engage and to ensure that information is exchanged on matters relevant to health and safety.
- Be prepared for emergencies such as fire and medical emergencies and investigate all incidents of injury or ill health.
- Promote a positive health and safety culture within the organisation, in particular by the Board, Senior Leadership Team and Line Managers, consulting with employees on health and safety matters, directly and through safety representatives appointed by recognised trade unions and/or elected representatives of employee safety and our health and safety committee.

The Company is committed to ensuring that the implementation of the health and safety management system is adequately resourced to enable the full implementation of this policy. This commitment includes the provision of sufficient financial resources, management and employee time, training and health and safety advisory support. The company appoints a combination of internal and external specialists to provide competent health and safety advice.

It is the responsibility of the HR Director to monitor the implementation of this policy and the company's overall health and safety performance by receiving regular health and safety reports and commissioning and considering the results of a health and safety audit, conducted on an annual basis and reporting to the Board accordingly.

This Health and Safety Policy Statement and the Organisation and Arrangements that support it, will be reviewed at least annually or more frequently where there have been significant changes to the company or the nature of the company's activities.

Signed:



Print Name: Simon Rouse

Job Title: CEO