

HEALTH AND SAFETY POLICY STATEMENT

This statement of Health and Safety Policy together with the accompanying procedures has been prepared to assist all managers and employees to comply with the Health and Safety at Work Act 1974 and associated Regulations, Agreed Codes of Practice and Guidance Notes.

Failure to comply with both the Health and Safety at Work Act or associated Regulations by either Management or Employees could result in a criminal conviction leading to either a fine or imprisonment.

The Directors and Management of the company recognise the need to achieve the best practicable standards in preventing accidents, injuries and ill health to employees and in doing so will ensure priority is given to the assessment of risk and subsequent health and safety planning to ensure the provision of proper information, instruction, training and supervision.

The nature of the company's business is such that it needs to be flexible in its organisational arrangements to act both as Main Contractor and Specialist Works/Sub-Contractor on a wide variety of construction, maintenance, fencing and nursery sites and recognises the duty to provide and exchange health and safety information with others accordingly.

We will achieve this by:

- Ensuring adequate resources are provided, both financial and otherwise, to support all health and safety activities.
- The provision of clearly defined safe systems of work giving due consideration for the financial aspects at all stages including tender.
- Paying attention to the provision and maintenance of a safe means of access and egress.
- Providing information, instruction, training and supervision to personnel at all levels and for those who may be temporarily employed.
- Ensuring adequate and suitable protective equipment is provided, which is appropriate for the work.
- Assessing the risks to health by examining substances or materials and their use, storage and transport method in the workplace in conjunction with the provision of adequate control measures, monitoring and training of employees.
- Deciding for consultation between management and employees.
- Deciding to have in place a system, which provides effective communication between clients, sub-contractors, suppliers and any other person who may be affected by our work.
- Providing plant and equipment that complies with the essential requirements of the Provision and Use of Work Equipment Regulations and is suitable for its intended use.
- Displaying and communicating such written information as may be necessary to assist in the implementation of safe practice.
- Ensuring measures are taken to maintain high standards of welfare, hygiene, cleanliness and housekeeping.
- Ensuring procedures are in place with regards to first aid, fire prevention and emergencies.
- Identifying workplaces which may be difficult to evacuate in an emergency and drawing up evacuation procedures, ensuring that they are under the control of trained people.
- Carrying out written risk assessments for all operations which have a significant risk, recording the risks and control measures and communicating such information to employees.
- Ensuring the contents of the manual are kept under regular review to ensure compliance with current Health and Safety legislation.
- Measuring performance through accident / incident rates, evaluating and yielding improvement opportunities within the organisation to reduce them.

All employees have a part to play in the implementation of the Policy and must co-operate with others to ensure they can carry out their duties. They must understand that they have a duty to work in such a manner that does not intentionally or recklessly interfere with, or misuse anything provided in the interest of health, safety or welfare.

The Policy Statement and procedures will be reviewed annually during the annual Management Review Meeting held. Safety audits will be carried out monthly and a summary presented at the meeting.

Signed: Mark Burton Managing Director



Date: 15th December 2025