



**2 CUNNINGHAM ROAD
STIRLING
FK7 7SW**

**HEALTH AND SAFETY
POLICY**

AUGUST 2020

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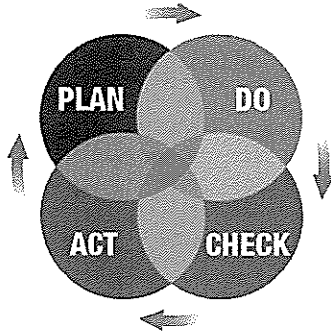
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MANAGEMENT COMMITMENT

In today's extremely competitive business environment only companies that make a conscious effort to provide consistent quality will achieve ongoing success. We are committed to adopting best practice by encouraging a culture of continuous improvement and aim to fulfil our moral, legal and economic responsibilities as a company. We recognise the importance, commitment and wellbeing of our workforce is an integral part of our success and aim to promote a safety culture throughout the company. We continually strive for continuous improvement and recognise the significant contribution that health and safety within the working environment plays in our ability to consistently give quality service to all our customers. We believe in implementing a culture of care and a strong commitment to the health, safety and welfare of every member of staff as well as other parties that may be affected by our works.

The following factors are considered when integrating them into our management system:



Plan – Investigate the current policies, procedures and legal requirements to get a full understanding of the nature of the problem and highlight areas of improvement. Communicate the job roles and changes via staff briefings etc.

Do – Ensure commitment from senior management and implement short term and long-term solutions to the problems identified. Identify and assess risks/controls.

Act – Act upon your findings and put plans in place to standardise the process and set dates for review

Check – Evaluate, via audits, the effect of the processes that have been implemented and decide if results have been delivered. Review the whole process to ensure it is working effectively.

These goals can only be attained with the full cooperation of our workforce. One of the key aspects in achieving this is gaining staff commitment to the company's goals and ensuring that effective communication exists at all levels throughout the company. For this reason, we include all staff in all aspects of health and safety to ensure we have their full commitment and cooperation.

Good practice and strict compliance with our procedures is essential to maintain effective safety systems. We expect full compliance from all staff, subcontractors, visitors with this policy and any breach of procedure will be taken seriously in accordance with our disciplinary procedure as non-compliance may lead to avoidable loss, damage and injury.

This document contains the policy statement, responsibilities and arrangements of the company with respect to health and safety. It is intended that it will satisfy Section 2(3) of the *Health and Safety at Work etc. Act 1974*, which requires every employer with 5 or more staff to have a written statement of safety policy.

The instructions contained within this document are mandatory. It is the responsibility of all staff to know and understand the arrangements in this document so that they may implement company policy. The document also contains procedures relevant to contractors working at our premises and visitors to the premises.

STANDARD AND OBJECTIVES

Our aim is to have an effective strategy for the implementation and maintenance of an effective policy and measures in place to ensure that full compliance with current health, safety and environmental legislation. We will also encourage and promote best practice wherever possible. Our strategy will effectively control all foreseeable health, safety and environmental risks to ensure that conditions and practices, which have the potential to cause injury damage or loss, are effectively managed within the workplace. The implementation of this policy will achieve those objectives and we recognise that by close consultation with our workforce we will secure their commitment in achieving our goals.

We work in partnership and in collaboration with our clients and their approved representatives to ensure that all requirements are met, including all health, safety, environmental and quality aspects for example: production of all necessary equipment and product certification, emergency procedures (fire procedures and evacuations, etc.), risk assessments and method statements, ensuring all staff are fully trained in health and safety to undertake the works. All our working processes and procedures are in line with the requirement of our client's processes and procedures.

Our minimum standards are to ensure full legal compliance with the statutory provisions of the *Health and Safety at Work Act 1974* and comply with the standards required.

We will maintain a robust management system to ensure that these minimum standards are met always.


PART 1 - GENERAL STATEMENT AND POLICY OBJECTIVES

The Managing Director, Niall Miller, is committed to discharging his obligations under the *Health and Safety at Work Act 1974*, *The Management of Health and Safety Work Regulations 1999* and all relevant statutory provisions. He will seek to provide a healthy and safe working environment for all staff and will endeavour to ensure the safety and health of all others that could foreseeably be affected by activities under his control. The health, safety and welfare of staff are of prime importance to the company and it is essential to the efficient operation of its undertaking. All staff have a duty to take reasonable care for both their own health and safety and that of others. The company will ensure that this policy is pursued throughout the organisation. We will take all reasonably practicable precautions to ensure the health, safety and welfare at work of our staff and that of any other person not employed by us but who may be affected by the operations of the company.

Our general policy statement is as follows:

- To provide adequate control of the health, safety and environmental risks arising from our work activities via risk assessment, safe systems of work and COSHH assessment.
- To consult with our staff on matters affecting their health, safety and wellbeing to promote a positive health and safety culture.
- To provide safe systems of work, working conditions and safe plant, machinery and equipment for use at work and ensure that it is maintained in a safe condition at regular intervals.
- To ensure safe handling, use, storage and transportation of substances and articles and ensure that they have been suitably assessed.
- To provide staff with adequate information, instruction, training and supervision as is necessary for their health and safety at work and the health and safety of others that may be affected by their actions.
- To provide and maintain safe access/egress to and from the workplace and always maintain a safe working environment.
- To ensure all staff are competent to do their tasks and provide relevant training and refresher training where required.
- To prevent accidents and work-related ill health and investigate any incidents to avoid recurrence and notify the Health and Safety Executive (HSE) where applicable.
- To provide adequate welfare facilities and first aid arrangements both at our premises and on site where practicable.
- Allocate adequate resources to enable the policy to function effectively.
- To constantly review our policies at regular intervals in our commitment to continuous improvement of health, safety and environmental management.
- To actively minimise any adverse effects on the air, ground and water which may be cause by our undertakings via reduced energy consumption, waste separation and recycling.

To achieve a high health and safety standards the active cooperation of all staff is essential. Staff are reminded of their own duties under the *Health and Safety at Work Act 1974* and the *Management of Health and Safety at Work Regulations 1999*, to take care of their own safety and that of any other persons, and to cooperate with their employer to enable them to carry out their responsibilities successfully. The organisation, responsibilities and arrangements to enable this policy on health and safety to be effective are contained in this document. This policy and the associated documents will be revised annually (as minimum) or as and when required and will be publicised within the company.

Name: NIALL J.M. MILLER	Signed: 
Date: 4.9.20	Job Title: MANAGING DIRECTOR