

**OUR COMMITMENT**

**This policy statement forms part of our overall management systems which is certified to OHSAS 18001:2007**

<p><b>Mission and Objectives</b></p> <p>We will ensure throughout our activities our conduct will:</p> <ul style="list-style-type: none"> <li>• Protect the health, safety and welfare of employees and others who may be affected by our activities.</li> <li>• Limit adverse effects on and adjacent to the area in which our activities are carried out.</li> <li>• Meet our responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health through our Zero Harm and Making Safety Personal Campaigns.</li> </ul>	<p><b>Zero Harm</b></p> <p>We believe Zero Harm is achieved through acting with integrity and honesty, developing our people and proactively engaging with our clients and communities.</p> <p>Should in any event an accident does occur, we endeavour to act upon this, learn from it and improve our strategies to achieve Zero Harm for the future.</p>	<p><b>Making Safety Personal</b></p> <p>Our commitment is to achieve Zero Harm throughout our work activities. Behavioural safety is a key factor and we encourage all employees, subcontractors and stakeholders to adopt our 4 key behavioural values at all times during working activities:</p> <ul style="list-style-type: none"> <li>• Lead by Example</li> <li>• Acknowledge Safe Behaviour</li> <li>• Speak up</li> <li>• Be Receptive</li> </ul>
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**Approved Scope**

The Provision of Specialist Services in Training and Development including Asbestos Removal, Demolition and General Health and Safety.

**Responsibilities:** The responsibility for implementing and determining company policies is derived by the Board of Directors. Gary Smith has been appointed as having overall responsibility for health, safety and welfare. Leadership is his key skill and he leads by example. Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures.

**Regulatory Requirements:** We will set standards that comply with all relevant statutory requirements relating to health, safety and welfare affecting employees, contractors, visitors and the general public and seek continuous improvement in standards set. Cooperate with appropriate authorities to ensure policies and standards reflect best practice.

**Hazard Identification:** We will safeguard employees and others from foreseeable hazards connected with work hazards, processes and working systems.

**Risk Management:** We will develop safe systems of work and assess any risks and hazards to health and inform our employees and stakeholders of such risks. We will take action to prevent, reduce or control any risks to an acceptable level.

**Training:** We will train our employees on all Health and Safety matters and ensure they participate in the prevention of accidents and take measures to prevent industrial diseases.

**Health and Welfare:** We will promote good health among our employees and be concerned with the prevention of occupational and non-occupational diseases / disorders.

**Supply Chain Partners:** We will ensure our supply chain partners are informed of all relevant standards and monitored to ensure compliance with the contractor's legal responsibilities with statutory requirements.

**Audits and Inspections:** We will undertake audits and inspections on a periodically basis to ensure health, safety and welfare is maintained.

**Accident Investigation and Prevention:** We will report any accidents and investigate as necessary. We will encourage our employees and contractors to actively report near misses using our near miss safety feedback cards, which will allow us to learn and take necessary corrective action for future reoccurrences.

**Health and Safety Management System:** We will maintain our management systems in accordance with our OHSAS 18001 certification ensuring all instructions, policies and procedures is applied to all work activities.

**Communication of Policy:** This statement of General Policy on health, safety and welfare at work and of the organisation and arrangements for carrying out the policy is made under Section 2 (3) of the Health and Safety at Work Act 1974, and is brought to the notice of all employees by prominent display on all sites and workplaces.

**Policy Review:** This policy statement will be reviewed on an annual basis and amended where appropriate.

Gary Smith  
 Chief Executive  
 March 2019



**"Safety Begins with Teamwork"**