

## Occupational Health & Safety Policy

### Statement

This statement recognises the commitment of Smith Brothers (Contracting) Ltd 'the company' to provide and maintain a working environment and systems of work that are, so far as is reasonably practicable, safe for employees, service users, visitors and other persons affected by the company's undertakings.

Occupational Health & Safety is the responsibility of all employees, and for the avoidance of any doubt any reference to Staff in this policy includes: Directors, Managers and any individual carrying out work on behalf of or in connection with the company.

Health, Safety and Wellbeing is an integral and important part of everyone's duties. The company's commitment to Health, Safety and Wellbeing therefore ranks equally with all other aims, objectives and activities.

The Occupational Health and Safety Policy establishes both general and specific arrangements relating to the company's undertakings and extends to all premises, buildings, areas and activities carried out by the company.

A copy of the policy is made available to all employees at induction when joining the company and subsequent training where relevant. The company ensures that all employees are fully aware of their legal obligations to take reasonable care for their own Occupational Health and Safety and that of any persons who may be affected by their acts or omissions at work. All employees are legally required to co-operate with their employer in Occupational Health and Safety matters.

The Company recognises and accepts that it is responsible for complying with Health and Safety legislation and ensuring the Occupational Health and Safety of its employees and others who may be affected by the company's activities. Through information, instruction and training, the company seeks to provide and maintain, risk management so far as is reasonably practicable, by implementation of this Policy and associated arrangements and commits to providing:

- a. Roles, responsibilities and accountabilities for all staff, at all levels within the company which are clearly defined and understood in order to secure corporate and individual compliance with relevant legislation
- b. A positive Occupational Health and Safety culture and a Health and Safety management system that safeguards Health and Safety at work
- c. Systems of work, plant and equipment that are safe and without risks to health
- d. Arrangements for the use, handling, storage and transport of substances and articles that are made safe and without risks
- e. Places of work, access and egress, which are made safe to a level of risk which is as low as reasonably practicable



- f. A working environment that is made safe and without risks to health together with adequate arrangements for welfare at work
- g. Adequate resources for carrying out of this policy
- h. Information, training and supervision regarding Health, Safety and Wellbeing, so that everyone is aware of their accountabilities and responsibilities
- i. Processes, policy and systems for identifying and assessing all hazards and risks associated with their activities and putting in place adequate control measures
- j.

Whilst the Managing Director accepts full responsibility for ownership of this policy, all employees have a personal responsibility to ensure a proactive approach to Occupational Health and Safety matters that impact on the company. The Directors have identified a lead Director with specific responsibility for occupational health and safety, and a competent Health and Safety Manager to whom reference should be made in the event of any difficulties in the implementation of this Occupational Health and Safety policy and procedures.

The arrangements, which we will make to implement the policy, are set out in the company health and safety policy. This policy will be kept up to date as the company develops and/or business activities change in nature and size including any legislative changes. To fully ensure this, the policy and the way in which it has operated will be reviewed every year.

Dave Ogden

**Managing Director**



Signature:

Date: 13.12.2021

