

Health & Safety Policy

1. Policy Statement

Northern Trading (Cumbria) Limited is committed to achieving the highest standards of health, safety, and welfare in all aspects of its operations.

We recognise our duties under the Health and Safety at Work etc. Act 1974 and are committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of our employees and all others who may be affected by our activities.

Health and safety management is an integral part of our business and is given equal priority to other key business objectives.

2. Our Commitments

We will:

- Provide and maintain a safe working environment, including safe systems of work
 - Identify hazards, assess risks, and implement effective control measures
 - Prevent accidents, incidents, and cases of work-related ill health
 - Provide and maintain safe plant, equipment, and working conditions
 - Ensure the safe use, handling, storage, and transport of substances
 - Provide appropriate information, instruction, training, and supervision
 - Consult with employees on matters affecting their health and safety
 - Promote a positive health and safety culture across the organisation
 - Continually improve our health and safety performance through monitoring and review
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3. Responsibilities

Health and safety is a shared responsibility at all levels of the organisation.

- **Managing Director**
Has overall responsibility for health and safety and will ensure adequate resources, systems, and leadership are in place
- **Managers and Supervisors**
Are responsible for implementing this policy, managing risks within their areas, and ensuring safe working practices are followed

- **Employees**

Have a duty to take reasonable care of their own health and safety and that of others who may be affected by their actions, and to cooperate with the Company in meeting its legal obligations

Failure to comply with health and safety requirements may result in disciplinary action.

4. Health & Safety Arrangements

To support this policy, we will:

- Maintain a structured health and safety management system
 - Carry out regular risk assessments and reviews
 - Investigate accidents, incidents, and near misses
 - Implement corrective and preventive actions
 - Ensure emergency procedures are in place and communicated
 - Monitor performance and compliance through inspections and audits
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5. Training and Competence

We are committed to ensuring that all employees are competent to carry out their duties safely. We will:

- Provide appropriate induction and job-specific training
 - Offer ongoing development and refresher training where required
 - Ensure supervisors are adequately trained to manage health and safety
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6. Monitoring and Review

The Board of Directors will review this policy and its implementation at least annually, or sooner if required, to ensure it remains effective and aligned with current legislation and best practice.