



Health & Safety Policy

This company recognises that its people are its most valuable asset. Our Management are committed to the provision of a safe and healthy working environment, which extends to the protection of the public, property and the environment. The company takes a zero-tolerance attitude to unsafe practices and are committed to the prevention of injury and ill health. Safety is always the first consideration with respect to all business activities.

The policy of this business is to take all reasonably practicable steps to ensure the health, safety and welfare of all employees, contractors, customers, visitors and the general public from any injury due to the work activities. The business will therefore comply with all statutory requirements, regulations and approved codes of practice dealing with health and safety where applicable to the business.

In fulfilling this commitment, and in compliance with legislative and other requirements, Management will strive toward the continued development of a positive Safety Culture within the workplace to help maintain a safe and healthy working environment for all persons within the workplace. Staff are encouraged to document and report incidents / near misses and to suggest safer ways of working. These reports will be investigated with the aim of preventing problems occurring and Management will endeavour to eliminate hazards where recognised.

Management in combination with active employee involvement can, to a great extent, prevent and control accidental losses of all types. Prevention of such loss is the direct responsibility of all Staff, Managers and Employees alike.

All Management functions will comply with the Company Policy regarding Health & Safety. All Staff should perform their duties properly and in accordance with established procedures, instructions and rules. All individuals working on behalf of the company will be informed of their OH&S obligations.

This policy is reviewed at intervals not exceeding 12 months and the target will be to continuously improve Health & Safety performance and management within the business and meet the requirements of all relevant legislation and the ISO 45001:2018 standard. Objectives and targets are set annually at management review meetings.

Approved By : *Thomas Fraser & Barry Dundas*

Date : 19.08.2024 **Review Date:** 19.08.2025