**HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT**

AVworx is committed to continually improving our safety and environmental performance. This will be achieved by setting a clear, health, safety and environmental objectives and monitoring performance against the targets set. Safety first and foremost is our overriding principle.

To Facilitate this, safety and environment management systems, aligned to the requirements of BS EN ISO 14001:2015 and BS ISO 45001:2018, will be documented, implemented and maintained.

**Policy Communication and Implementation:**

Ensure that the health, safety, and environmental policy is understood, implemented, and maintained at all levels within the company and by others working on our behalf.

**Awareness and Training:**

* Ensure that all employees are aware of the safety hazards and environmental aspects arising from company activities, including the benefits of improved performance to the company, themselves, and our customers.
* Provide behavioural safety and environmental training and appropriate supervision for employees and ensure that our subcontractors have received relevant training.

**Injury, Ill Health, and Pollution Prevention:**

* Seek to prevent injury, ill health, and pollution through effective risk assessments and control measures, in line with the Health and Safety at Work etc. Act 1974 and the Environmental Protection Act 1990.

**Compliance with Legislation:**

* Comply with all health, safety, and environmental legislation relevant to our activities, including the Management of Health and Safety at Work Regulations 1999 and other requirements to which we subscribe.

**Waste Management:**

* Minimise the volume of waste generated throughout the company and deal only with reputable, registered waste carriers, in compliance with the Waste (England and Wales) Regulations 2011. We are moving towards zero waste to landfill.

**Energy Efficiency:**

* Maintain energy efficiency in new buildings and services and manage energy wisely throughout the company, in line with the Energy Efficiency (Private Rented Property) (England and Wales) Regulations 2015.

**Stakeholder Collaboration:**

* Work with suppliers, customers, and contractors to promote safety and environmental awareness and the need to work in a socially responsible manner, recognising our responsibilities to any third parties who may be affected by our works.

**Policy Review and Improvement:**

* Periodically review the health, safety, and environmental policy statement and management systems to ensure they remain suitable, adequate, and effective, and revise where appropriate.

**Employee Empowerment:**

* Empower all employees to stop or refuse to work if they believe their health or safety has been compromised until a suitable level of investigation and remedial action has been carried out.
* We commit to providing continuous education and training for all employees to keep them informed about the latest health, safety, and environmental practices and legislative requirements. Regular training sessions will be conducted to ensure employees are confident in recognising hazards, understanding their roles, and exercising their right to stop work if safety is compromised. Additionally, we will maintain clear communication channels to encourage the reporting of potential risks or concerns.

**Communication of Policy:**

* Bring the statement and any revisions of it to the attention of employees and others working on our behalf.

**Performance Monitoring and Reporting:**

* We will regularly monitor our health, safety, and environmental performance against the objectives set. A detailed report on this performance will be prepared periodically and reviewed by senior management to ensure that we are meeting our goals and complying with relevant legislation. Corrective actions will be taken where necessary to address any areas of non-compliance or underperformance.

**Legal Compliance and Policy Updates:**

* This policy will be reviewed and updated annually or whenever significant changes in legislation occur to ensure continued compliance with UK health, safety, and environmental laws. We will also stay informed of any changes in industry best practices to continuously improve our management systems.

**Revision History**

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| **Date of Change** | **Responsible** | **Summary of Change** |
| November 2022 | Managing Director | Updated to comply with latest law and legislation |
| August 2023 | Operations | Updated and converted to new format. |
| July 2024 | Commercial Manager | Reviewed and add sections on reporting & monitoring, legal compliance and employee engagement and training |
| September 2024 | Operations | Logo and formatting changes |
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