



HEALTH & SAFETY POLICY

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1. Policy Statement

Dexacon Ltd is committed to providing a safe and healthy working environment for our employees, subcontractors, clients, visitors and members of the public who may be affected by our activities.

We believe that all accidents, injuries and work-related ill health can be reduced through effective planning, competent supervision, risk assessment, training and continuous improvement.

Health and safety is a core value of our business and is considered in every stage of project planning and delivery.

Our objective is to ensure that all work is carried out safely, professionally and in compliance with applicable health and safety legislation.

2. Our Commitments

Dexacon Ltd is committed to:

- **Providing safe systems of work.**
- **Identifying and managing workplace hazards.**
- **Carrying out suitable and sufficient risk assessments.**
- **Preparing task-specific Method Statements where required.**

- Providing appropriate Personal Protective Equipment (PPE).
 - Ensuring plant, tools and equipment are suitable and maintained.
 - Providing information, instruction, training and supervision appropriate to the work being undertaken.
 - Consulting with employees and subcontractors on health and safety matters.
 - Investigating accidents, incidents and near misses.
 - Reviewing and continually improving our health and safety management system.
 - Meeting our legal duties under applicable health and safety legislation.
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3. Responsibilities

Managing Director

The Managing Director has overall responsibility for health and safety and will:

- Promote a positive safety culture throughout the business.
 - Ensure adequate resources are available to manage health and safety.
 - Approve health and safety policies and procedures.
 - Monitor compliance and performance.
 - Review incidents and implement improvements.
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Managers and Supervisors

Managers and supervisors are responsible for:

- Planning work safely.
 - Ensuring Risk Assessments and Method Statements (RAMS) are followed.
 - Monitoring site safety.
 - Taking prompt action where unsafe conditions or behaviours are identified.
 - Reporting accidents, incidents and near misses.
 - Ensuring workers use appropriate PPE.
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Employees

Employees are expected to:

- Work safely at all times.
- Follow site rules and company procedures.

- Use equipment correctly.
 - Wear required PPE.
 - Report hazards immediately.
 - Cooperate with health and safety arrangements.
 - Never intentionally interfere with safety equipment or protective measures.
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Subcontractors

Subcontractors working on behalf of Dexacon Ltd must:

- Work safely and competently.
 - Comply with site rules and legal requirements.
 - Provide evidence of competence where requested.
 - Use suitable PPE and equipment.
 - Report hazards, incidents and unsafe conditions immediately.
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4. Risk Assessments

Suitable and sufficient risk assessments will be carried out before work begins where required.

Assessments will consider:

- Hazards.
- Persons at risk.
- Control measures.
- Residual risks.
- Emergency arrangements.

Risk assessments will be reviewed whenever there are significant changes to the work or following an accident or near miss.

5. Method Statements

Where appropriate, task-specific Method Statements will be prepared to describe the safe sequence of work, equipment required, control measures and emergency procedures.

Workers are expected to understand and follow the relevant Method Statement before commencing work.

6. Personal Protective Equipment (PPE)

Dexacon Ltd requires appropriate PPE to be worn where identified by risk assessment or site rules.

Typical PPE may include:

- **Safety helmets.**
- **High-visibility clothing.**
- **Safety footwear.**
- **Protective gloves.**
- **Eye protection.**
- **Hearing protection.**
- **Respiratory protective equipment.**

PPE must be maintained in good condition and replaced when damaged or no longer effective.

7. Accident and Incident Reporting

All accidents, incidents, injuries, dangerous occurrences and near misses must be reported immediately to a supervisor or manager.

Incidents will be investigated to:

- **Identify root causes.**
- **Prevent recurrence.**
- **Improve safety procedures.**

Where required, statutory reporting obligations will be met.

8. Training and Competence

Dexacon Ltd is committed to ensuring that employees and subcontractors are competent to undertake the work assigned to them.

Training may include:

- **Site induction.**
- **Manual handling.**
- **Working at height.**
- **Asbestos awareness.**
- **Fire safety.**

- First aid awareness.
 - Tool and equipment use.
 - Task-specific training.
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9. Welfare

Suitable welfare facilities will be provided or made available where reasonably practicable, including access to:

- Drinking water.
 - Washing facilities.
 - Toilet facilities.
 - Rest areas where appropriate.
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10. Emergency Arrangements

Emergency procedures will be established for each project where appropriate and may include:

- Fire evacuation procedures.
- First aid arrangements.
- Emergency contact information.
 - Assembly points.
 - Reporting procedures.

All personnel must cooperate fully in the event of an emergency.

11. Monitoring and Review

Health and safety performance will be monitored through:

- Site inspections.
 - Management reviews.
 - Accident investigations.
 - Near miss reporting.
 - Feedback from employees and subcontractors.
 - Periodic policy reviews.
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12. Legal Compliance

Dexacon Ltd is committed to complying with all applicable health and safety legislation and recognised industry standards relevant to our operations.

13. Continuous Improvement

We are committed to continually improving our health and safety performance through regular review, staff engagement, training and the implementation of lessons learned from inspections and incidents.

Everyone working with Dexacon Ltd has a responsibility to contribute to a safe working environment. Safety is a shared commitment, and no task is so urgent that it cannot be completed safely.