



Health and Safety Policy Statement - Evolution Management Consultancy Ltd

1. Policy Statement

At Evolution Management Consultancy Ltd, we are committed to achieving the highest standards of health, safety, and welfare for all employees, subcontractors, clients, and any others who may be affected by our activities.

We undertake specialist assessments of painted substrates across a wide variety of settings including housing blocks, houses of multiple occupancy (HMOs), schools, hospitals, buildings undergoing refurbishment, and external structures accessed via scaffolding.

We recognise that the nature of our work, including onsite visual inspections and surface adhesion testing (which may involve the use of blades and heat guns), requires robust controls and procedures to ensure safety is never compromised.

2. Our Responsibilities

As an employer, Evolution Management Consultancy Ltd is committed to:

- Complying with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and all other applicable legislation and industry guidance.
- Providing and maintaining safe and healthy working conditions, equipment, and systems of work.
- Ensuring all employees and subcontractors are competent to carry out their tasks through appropriate training, information, and supervision.
- Regularly assessing and reviewing risks associated with our work activities, particularly those involving sharp tools, heat sources, and work at height or on scaffolding.
- Preventing accidents and cases of work-related ill health through appropriate control measures and monitoring.
- Consulting with staff on matters affecting their health and safety.

3. Employee Responsibilities

All employees and consultants working on behalf of Evolution Management Consultancy Ltd must:

- Take reasonable care of their own health and safety and that of others affected by their actions.
- Co-operate with the company on all matters relating to health and safety.
- Use equipment and PPE provided in accordance with training and instructions.
- Immediately report any unsafe condition, near miss, or accident to EMC Ltd.
- Follow all site rules and procedures, including site-specific inductions and working under supervision where required.

4. Site-Specific Protocols

To ensure safe conduct while working on client sites, all personnel must:

- Complete and adhere to the requirements of any site induction provided.
- Comply with Personal Protective Equipment (PPE) requirements at all times, including use of safety footwear, high visibility clothing, gloves, safety glasses, and hard hats where applicable.
- Be accompanied at all times when operating on active construction or refurbishment sites unless explicitly authorised otherwise.
- Undertake point-of-work risk assessments prior to starting any activity, including any testing with blades or heat-producing equipment such as heat guns.
- Follow safe systems of work and permit-to-work procedures where required.

5. Hazardous Activities and Controls

Typical work activities include:

- Visual inspection of coatings and substrates.
- Adhesion testing using a sharp blade (e.g. cross-hatch or pull-off methods).
- Heat-assisted adhesion testing using a heat gun where required.

Control measures in place include:

- Use of eye protection during blade testing.
- Use of heat-resistant gloves, controlled temperature tools, and safe exclusion zones for heat-assisted tests.
- Risk assessments and method statements (RAMS) prepared in advance

6. Monitoring and Review

This policy will be:

- Reviewed annually or in the event of significant change in operations or legislation.
- Supported by detailed risk assessments, training records, inspection logs, and site visit documentation.

Signed:



Position: Director

Date: 05/01/25