

**JK Wildlife Management**  
Rabbit, Fox, Deer and Avian Control



**Health & Safety Policy**  
JK Wildlife Management Ltd

Date Issued: 19/02/2026

Review Date: 19/02/2027

Distribution: All Employees, Subcontractors, Clients (on request)

<b>Revision</b>	<b>Comment</b>	<b>Status</b>	<b>Date</b>	<b>Editor</b>
Rev 1	For Review	C	05/02/2025	JK Wildlife Management
Rev 2	To Amend	B	15/02/2025	KM Services
Rev 3	For Review	B	18/02/2025	JK Wildlife Management
Rev 4	Approved	A	20/02/2025	KM Services
<b>Rev 5</b>	<b>Reviewed – No Updates Required</b>	<b>A</b>	<b>19/02/2026</b>	<b>JK Wildlife Management</b>

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## 1.0 Policy Statement

JK Wildlife Management Ltd is dedicated to maintaining the highest standards of health, safety, and welfare across all company activities. Our duty of care extends to employees, subcontractors, clients, members of the public, and other stakeholders potentially affected by our work.

Our services—including wildlife surveys, pest control, habitat management, and ecological contracting—are delivered in full compliance with applicable UK legislation, industry best practice, and recognised British Standards.

We promote a proactive and positive safety culture, supported by robust planning, continuous training, employee engagement, and systematic improvement of our working practices.

## 2.0 Legal and Regulatory Compliance

JK Wildlife Management Ltd operates in accordance with all relevant health, safety, and environmental legislation. We ensure that legal obligations are met or exceeded and that all operations are conducted responsibly and lawfully.

### 2.1 Key Legislation

#### *2.1.1 Health and Safety at Work etc. Act 1974*

We fully comply with the Health and Safety at Work etc. Act 1974, which forms the foundation of our safety management system. We recognise our responsibilities under the Act to ensure, so far as is reasonably practicable, the health, safety, and welfare of all employees and others who may be affected by our operations.

We also acknowledge the powers and roles of enforcement authorities under Section 18 and cooperate fully with the HSE and local authorities as required.

#### *2.1.2 Management of Health and Safety at Work Regulations 1999*

We meet the requirements of these regulations by:

- Conducting written risk assessments
- Appointing competent persons
- Preparing emergency procedures
- Providing relevant training, information, and supervision
- Reviewing our systems in line with regulatory updates

We maintain all documentation in accordance with statutory expectations and incorporate legal updates into our practices as needed.

### *2.1.3 Control of Substances Hazardous to Health (COSHH) Regulations 2002*

The COSHH Regulations require JK Wildlife Management Ltd to control substances that are hazardous to health, including pesticides, rodenticides, cleaning agents, and fuels. We carry out thorough COSHH assessments, ensure the safe storage and labelling of chemicals, and provide appropriate PPE and training to staff. Usage and handling procedures follow manufacturer guidelines and are supported by safety data sheets (SDS) maintained on site and in vehicles.

### *2.1.4 Provision and Use of Work Equipment Regulations (PUWER) 1998*

Under PUWER, we ensure that all work equipment—ranging from hand tools to powered machinery—is suitable, maintained in a safe condition, and used only by trained personnel. Routine inspections are carried out to identify and resolve defects, and equipment-specific training is delivered to reduce the risk of accidents or misuse.

### *2.1.5 Personal Protective Equipment at Work Regulations 1992*

These regulations require the provision and correct use of suitable personal protective equipment (PPE) to mitigate workplace risks. JK Wildlife Management Ltd issues role-specific PPE such as gloves, masks, eye protection, hearing protection, and high-visibility clothing, ensuring all equipment meets current British Standards and is inspected and replaced as necessary.

### *2.1.6 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013*

We comply with RIDDOR by reporting all applicable workplace incidents, including injuries, occupational illnesses, and dangerous occurrences, to the HSE as required. All staff are trained in internal reporting procedures, and serious incidents are subject to internal investigation and corrective action review by the Managing Director.

### *2.1.7 Control of Pesticides Regulations (COPR) 1986*

COPR governs the supply, storage, and use of pesticides in the UK. JK Wildlife Management Ltd only uses products approved under COPR and ensures they are handled by trained, certified personnel in line with manufacturer guidance and environmental protection measures. We comply with all labelling, application, and recordkeeping requirements to safeguard non-target species and habitats.

#### *2.1.8 Plant Protection Products (Sustainable Use) Regulations 2012*

These regulations complement COPR by promoting best practice in pesticide use. We implement integrated pest management (IPM) principles wherever feasible and ensure all pesticide applications are justified, targeted, and minimise harm to human health and the environment. Staff are trained and certified under PA1/PA6 or equivalent schemes to ensure legal compliance.

#### *2.1.9 Control of Noise at Work Regulations 2005*

JK Wildlife Management Ltd assesses and controls noise exposure for staff using powered tools and machinery. Where exposure approaches the action threshold, hearing protection is provided, and noise reduction methods—such as equipment maintenance and job rotation—are implemented. Noise risks are reviewed regularly, especially for high-impact outdoor operations.

#### *2.1.9 Lifting Operations and Lifting Equipment Regulations (LOLER) 1998*

LOLER ensures lifting operations are properly planned, supervised, and carried out by competent people. When using lifting equipment such as hoists or mechanical winches, we carry out pre-use checks, inspections, and certification in line with LOLER requirements. Any lifting operation is risk assessed and includes load testing where applicable.

#### *2.1.10 Working at Height Regulations 2005*

We comply fully with the Working at Height Regulations by ensuring that all work conducted above ground level is properly assessed, planned, and supervised. Ladders, platforms, and fall arrest systems are used only when necessary and only by trained operatives. Weather conditions and ground stability are also factored into site-specific risk assessments.

#### *2.1.11 Manual Handling Operations Regulations 1992*

These regulations guide our approach to manual handling, lifting, and carrying tasks. Staff are trained in proper lifting techniques, and mechanical aids are used wherever practical to reduce strain or injury. High-risk activities are assessed in advance and planned to minimise exposure.

#### *2.1.12 Wildlife and Countryside Act 1981 (as amended)*

JK Wildlife Management Ltd ensures that all operational activities respect the protection of wild species and habitats as laid out under this Act. We avoid disturbance of nesting birds, bats, and other protected species during pest control or habitat management and follow Natural England licensing procedures where required.

### *2.1.13 The Conservation of Habitats and Species Regulations 2017 (as amended)*

These Regulations implement the EU Habitats Directive into UK law. We identify and protect European Protected Species (EPS) and ensure all activities within designated sites such as SSSIs or SACs are conducted in accordance with consents and licences. Surveys are carried out pre-emptively to avoid disturbance or damage to protected features.

### *2.1.14 Relevant British Standards and Industry Guidance*

- BS EN 16636:2015 – Pest management services
- BS EN 16105:2011 – Rodenticide use guidelines
- CRRU UK Code of Best Practice – Rodenticide stewardship
- BS 18004 – Occupational health and safety performance guidance
- NPAP Guidance – National Pest Advisory Panel
- HSE L138 – Safe Use of Rodenticides

## **3.0 Policy Objectives**

Our core health and safety objectives are to:

- Prevent injury, ill health, and environmental harm
- Maintain full legal and industry compliance
- Provide a safe and healthy working environment
- Ensure all high-risk and regulated tasks are carried out by competent, authorised individuals
- Integrate risk management into daily operations
- Embed a culture of safety awareness throughout the organisation

## **4.0 Responsibilities and Governance**

Managing Director

- Has overall responsibility for health and safety performance
- Allocates resources and leadership to ensure compliance
- Approves this policy, risk assessments, and incident reports

Appointed Competent Person

- Maintains the Health & Safety Management System (HSMS)
- Conducts internal audits and investigations
- Supports development of R.A.M.S and safe systems of work
- Keeps up to date with legal and regulatory changes

### Supervisors / Team Leaders

- Enforce site-level safety measures
- Deliver toolbox talks and daily briefings
- Carry out dynamic risk assessments
- Oversee the safe use of tools, equipment, and chemicals

### Employees and Subcontractors

- Take reasonable care for personal and team safety
- Follow training, site rules, and safety procedures
- Use PPE correctly and responsibly
- Report hazards, near misses, and unsafe acts immediately

## 5.0 Training and Competence

Training is provided to all staff based on role-specific requirements and current legislation. Competency is confirmed through accredited certification, supervised work, and practical assessments.

### Core Training Includes:

- Emergency First Aid at Work
- COSHH Training
- LANTRA Certification
- Working at height and ladder safety
- Manual handling techniques
- Lone working and remote site procedures
- Wildlife legislation and protected species awareness
- PPE use and maintenance
- Dynamic risk assessment

Training records are kept current and reviewed annually.

## 6.0 Risk Management and Safe Working Practices

Task-specific risk assessments are completed before starting any activity. Method Statements and Safe Systems of Work (SSoW) are developed based on these assessments.

### Primary Risk Areas Include:

- Rodenticide and pesticide use
- Work in public or livestock areas
- Slips, trips, and falls
- Wildlife handling or nest disturbance

- Power tool and machinery operation
- Lone working and remote terrain
- Adverse weather and environmental exposure

Controls follow the HSE hierarchy and are adjusted through dynamic risk assessment where required.

## **7.0 Rodenticide and Pesticide Safety**

All pesticide and rodenticide work is carried out in compliance with:

- CRRU UK Code of Best Practice
- BS EN 16636:2015
- COSHH and CPR
- Site-specific environmental protection measures

We Ensure:

- Only trained, competent staff handle chemicals
- Tamper-proof bait stations are deployed and labelled
- Risks to non-target species and watercourses are minimised
- Full usage records are maintained for at least three years
- Chemicals are transported and stored lawfully

## **8.0 Incident Reporting and Investigation**

All incidents, including near misses, must be reported immediately using our internal system. Where applicable, incidents are reported to HSE under RIDDOR.

We investigate all incidents using root cause analysis and implement corrective actions to reduce risk of recurrence. The Managing Director reviews all outcomes.

## **9.0 Communication and Consultation**

Safety communication and consultation are integral to our approach. We ensure:

- Daily safety briefings and toolbox talks
- Safety alerts and bulletins are shared
- Regular staff meetings include H&S discussions
- Anonymous feedback is welcomed and acted on

All workers are consulted on significant changes to procedure or policy.

## 10.0 Mental Health and Staff Welfare

We recognise the demands of outdoor, remote, and lone working roles. Our welfare measures include:

- A Lone Working Policy with GPS/app check-in protocols
- Supervisor training in Mental Health First Aid (MHFA)
- Access to occupational health support
- Provision of clean welfare facilities, water, and shelter on-site where possible

## 11.0 Continuous Improvement and Review

Although not externally certified to ISO 45001, JK Wildlife Management Ltd adopts many of its principles to guide our internal standards.

This policy is reviewed:

- Annually
- Following any major incident, legislative change, or operational shift
- At client request or third-party audit



**James Kennedy**

Managing Director

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