

HEALTH AND SAFETY AT WORK ETC. ACT 1974

HEALTH AND SAFETY POLICY



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SAFETY POLICY STATEMENT

Integra Buildings Ltd (IBL) is committed to maintaining the highest standards of health and safety, in compliance with all current legislation and ISO 45001:2018. This policy ensures the safety and wellbeing of our employees and others affected by our activities. It is continuously monitored and reviewed annually to reflect legislative updates, ISO changes, and organisational needs.

Leadership and Accountability

Our Senior Management Team leads by example, fostering a culture of safety. The SHEQ Director Responsible for Safety holds ultimate accountability, supported by SHEQ Team and line managers. Amendments to this policy are communicated promptly to all stakeholders.

Policy Objectives

To achieve our health and safety goals, we commit to:

1. **Legislative Compliance**
 - Adhering to all relevant health and safety laws and ISO 45001 standards, including emerging updates and ESG criteria.
2. **Training and Resources**
 - Providing necessary training, resources, and refresher courses to ensure awareness and compliance.
3. **Employee Engagement**
 - Encouraging participation through consultation, open communication, and technology-driven hazard reporting.
4. **Risk Management**
 - Conducting regular risk assessments and implementing measures to control hazards, especially in modular construction.
5. **Injury Prevention**
 - Preventing injury and ill health through a proactive and systematic approach.
6. **Technology Integration**
 - Utilising digital tools for hazard reporting and performance monitoring.
7. **Continuous Improvement**
 - Setting and reviewing safety objectives to drive performance improvements.
8. **Communication**
 - The Health & Safety Policy is communicated systematically across the organisation, ensuring all employees and stakeholders are informed and aligned with our safety goals.

This Health & Safety Policy Statement and associated IMS will be communicated to all employees and made available to interested parties. We are committed to a systematic approach that contributes to continual improvement. This policy will be reviewed annually and updated to ensure its relevance and effectiveness.



Gary Parker
CEO
January 2025

(FOR AND ON BEHALF OF THE BOARD OF DIRECTORS OF INTEGRA BUILDING LIMITED)

ORGANISATION AND RESPONSIBILITIES

The ultimate responsibility for health and safety lies with the management, but to be practical, duties have to be delegated. In this respect certain individuals have been allocated specific responsibilities and are required to monitor performance and activities of subordinates to ensure that the acceptable standards are maintained. Individuals appointed to the positions may be found in Appendix A attached to this Policy:

The DIRECTORS will:

- a) The Directors will accept ultimate responsibility for ensuring that compliance with all statutory responsibilities and the objectives of the Health and Safety Policy are met.
- b) Monitor the effectiveness of the Policy on a continual basis and institute any necessary changes. The Policy will be reviewed on an annual basis, unless circumstances dictate otherwise.
- c) Promote safe working practices among Company employees.
- d) Keep up to date with all new legislation and Codes of Practice, particularly as they affect the Company business. This will largely come about by making contact with, and being informed by, the Health and Safety Advisor.
- e) Ensure that all contractors and sub-contractors work in accordance with the requirements of the Health and Safety Policy in their area of work, and that safety activities are co-ordinated between the sub-contractor and any other individual contractor, who may be working at Integra.
- f) Ensure that any statutory inspections necessary are carried out as required and appropriate records maintained.
- g) Provide suitable and sufficient protective clothing/equipment for employees as required.
- h) Ensure all accident/incident, however small, that has been reported. This may well be a compilation of entries from accident books at various sites.
- i) Investigate and report on all accidents/injuries and/or dangerous occurrences, as they affect the Company's activities, using the laid down Reporting Procedure. Proper investigation and costing of injury damage and/or loss should be instituted.
- j) Issue appropriate method statements and stipulate safe systems of work so that all work is carried out in accordance with Statutory and Company regulations and Codes of Practice.
- k) Ensure that safe access to and egress from all places of work are provided and maintained in a safe condition at all times.
- l) Co-operate with and act upon, any requirement of the Health and Safety Executive, Environment Health Officer or appropriate body as far as is reasonably practicable.

- m) Be prepared to reprimand any member of staff who fails to discharge his/her duties satisfactorily the responsibilities allocated to them.
- n) Arrange for funds and facilities to meet the requirements of this Policy, as necessary.
- o) Ensure written instructions to establish working methods to explain the sequence of operations, to outline potential hazards at each stage and to indicate precautions to be adopted.
- p) Ensure that work, once started, is carried out as planned and that the relevant regulations are observed at all times.
- q) Ensure that suitable protective clothing/equipment is made available, where appropriate, and that it is used properly and effectively. Also, undertake inspection of equipment/clothing at regular intervals and ensure suitable accommodation for PPE, when not in use, is provided.
- r) Set a personal example by wearing appropriate protective clothing and equipment.

The HEAD OF MANUFACTURING/MANAGERS will:

- a) Familiarise themselves with the requirements of the Health and Safety Policy and actively promote safety on site.
- b) Maintain an up to date knowledge of legislation and Codes of Practice as they affect the Company's activities, and ensure they are adhered to and observed on site, as required.
- c) Ensure that work, once started, is carried out as planned and that the relevant regulations are observed on site.
- d) Check that all machinery and plant, including power and hand tools are maintained in good order.
- e) Ensure that suitable protective clothing/equipment is made available, where appropriate, and that it is used properly and effectively. Also, undertake inspection of equipment/clothing at regular intervals and the provision of suitable accommodation for PPE when not in use.
- f) Ensure every accident, however small, has been reported in the accident book.
- g) Be responsible for accident reporting procedures and to liaise with the enforcing authority to ensure the appropriate steps are taken as required by RIDDOR 2013.
- h) Be responsible for the training of any new employee and to ensure that existing employees are updated on training whenever the circumstances in the workplace changes.
- i) Ensure that all contractors and sub-contractors work in accordance with the requirements of the Health and Safety Policy in their area of work.

- j) Ensure that all appropriate method statements and safe systems of work are issued so that all work is carried out in accordance with Statutory and Company regulations and Codes of Practice.
- k) Ensure that safe access to and egress from all places of work are provided and maintained in a safe condition at all times.
- l) Be prepared to reprimand any member of staff who fails to discharge their duties satisfactorily, the responsibilities allocated to them.
- m) Ensure that the 'Competent Person' appointed has sufficient knowledge of equipment and work methods in use or to be used. The 'Competent Person' will normally be either the Head of Manufacturing/Managers/SHEQ Team or the Health and Safety Advisor.
- n) To give all operatives precise and clear instructions on their responsibilities for correct working methods and to ensure that they do not permit persons (particularly apprentices or young persons) to take unnecessary risks.
- o) Set a personal example by wearing appropriate personal protective clothing and equipment.

The SHEQ MANAGER & SHEQ TEAM will:

- a) Familiarise themselves with the requirements of the Health and Safety Policy.
- b) Make regular visits to all work places and report on any matters where failure to comply with statutory requirements has occurred.
- c) Enter in the accident book every incident, however small that has been reported to him and regularly check the accident book for other entries.
- d) Investigate all accidents or dangerous occurrences.
- e) Promote safe working practices among Company employees.
- f) Report to appropriate Manager any hazardous conditions and to the Directors any incident identified as a dangerous occurrence.
- g) Maintain an up to date knowledge of legislation and Codes of Practice as they affect individual activities.
- h) Co-operate with and act upon, any requirement of the Health and Safety Executive, Environment Health Officer or appropriate body as far as is reasonably practicable.
- i) Liaise with the Health and Safety Advisor whenever necessary and meet at frequent intervals to discuss relevant health and safety matters.

The HEALTH AND SAFETY ADVISOR will:

Be responsible to the Company for the following: -

- a) Keeping the Company informed in respect of best current practice, equipment development, hazard recognition and changes in legislation.
- b) Liaising with the various regulatory authorities on matters related to health and safety at work, if necessary.
- c) Liaising with the Company regarding all health and safety matters including training requirements and organising courses and/or placements as necessary.
- d) Circulating information to the Company, as and when required.

EMPLOYEES:

All employees regardless of their position have a duty to co-operate with the Company in matters relating to safety, health and welfare.

Particular emphasis is placed on the following: -

- a) The wearing of any protective equipment issued.
- b) Not to misuse any item of plant.
- c) To report defects in plant or equipment.
- d) Avoid improvisation.
- e) To replace any protective barriers which may have been temporarily removed.
- f) Report all accidents to the Head of Manufacturing/Managers/SHEQ Team.
- g) To adhere to Company rules in their place or work as defined in the Employees HSE Handbook.
- h) To take reasonable care for the safety of themselves and other persons who may be affected by ones acts or omissions at work.
- i) To familiarise themselves with the Health and Safety Policy and conduct their work in a manner which is compatible with its aims.
- j) To ensure the safety of any visitors they may receive on the premises.

CONTRACTORS/SUB-CONTRACTORS

A contractor is regarded as any person or Company who enters into an agreement (verbal or written) with a host Company to carry out services.

Under Section 3 of the Health and Safety at Work etc. Act 1974, the employer has a duty to ensure the health, safety and welfare of all persons, not in his direct employment - and this includes contractors, visitors and customers. The Company takes reasonable steps to ensure the safety of persons on the premises by displaying information for their benefit, including information on fire procedures, the wearing of any necessary personal protective equipment, the smoking policy on site, etc.

Contractors are also informed separately of conditions related to their presence on site and what is expected of them.

Sub-contractors are only engaged in the knowledge of their competency and resources to carry out the intended works. This would normally be established by employing only sub-contractors who have previously worked with the Company and whose credentials are already known by previous good working relationships. Occasionally, it may be necessary to engage a new sub-contractor. In these circumstances, a questionnaire would be sent to him for him to complete and return, together with a copy of his Health and Safety Policy.

The questionnaire typically asks for a copy of his Health and Safety Policy; how he proposes to undertake and monitor health and safety on site; his accident record over the previous 3 years; whether the potential sub-contractor has had any Improvement or Prohibition Notices served on him by the HSE; and general proposals for risk assessments and method statements and any certificates and qualification. A decision will be made by the Directors, based on the reply.

- a) It is a condition of all sub-contractors' orders that they carry out their work in accordance with the requirements contained in the Health and Safety Policy of this Company.
- b) All sub-contractors' employees are to abide by all applicable legislation, but particularly the following:
 - Health and Safety at Work etc. Act 1974
 - The Control of Substances Hazardous to Health Regulations 2002, as amended
 - The Electricity at Work Regulations 1989
 - The Control of Noise at Work Regulations 2005
 - The Provision and Use of Work Equipment Regulations 1998
 - The Lifting Operations and Lifting Equipment Regulations 1998
 - The Construction (Design and Management) Regulations 2015
 - The Management of Health and Safety at Work Regulations 1999
 - The Manual Handling Operations Regulations 1992, as amended
- c) All areas of responsibility to be established with site supervision before the commencement of work.
- d) Where sub-contractors employ more than five persons or more, a copy of their Health and Safety Policy will be required, before commencement of the work.

- e) Risk assessment sheets with respect to hazardous substances used on site by sub-contractors, under the COSHH Regulations 2002, as amended to be available for site supervision.
- f) Any work activity to be undertaken which requires a specific risk assessment, i.e. high-risk activity such as work at height, then a copy of the specific risk assessment is required, prior to work commencing.
- g) All plant and equipment is required to conform to the requirements of The Provision and Use of Work Equipment Regulations 1998.
- h) Contractors/Sub-Contractors will also be required to produce evidence of current and appropriate Liability insurance cover.

JOINT CONSULTATION/EMPLOYEE PARTICIPATION

Under the terms of the Health and Safety (Consultation with Employees) Regulations 1996 the employer has a duty to consult with all employees, on matters affecting their health and safety, whether or not they are covered by representatives appointed by recognised trade unions. Consultation may be made either directly or through an elected representative.

Proper consultation with employees on health and safety matters can make a significant contribution to creating and maintaining an effective health and safety culture within the business, resulting in positive motivation, awareness and importance given towards health and safety among employees.

Joint consultation already takes place between the Company and its employees by way of informal discussion on a regular basis when all health and safety matters are discussed. The health and safety committee have regular monthly meetings.

GENERAL ARRANGEMENTS

This section defines the standards which relate to all employees, contractors, sub-contractors and visitors whilst at work, wherever their job location might be. It is the responsibility of all employees to observe these arrangements and behave in a safe and reasonable manner whilst at work.

Failure to comply may render employees liable to action involving an established disciplinary procedure, which in cases of gross misconduct may result in summary dismissal.

It should be borne in mind that a breach of health and safety legislation by an employee is a criminal offence and action taken by an Enforcing Officer against an individual may result in heavy penalties i.e. fines and imprisonment.

The Company recognises that it is not possible to prepare in written form every safety rule laid down by the Company as circumstances may vary depending upon the nature of work. However, employees are expected to act in a sensible manner and adhere to any reasonable, verbal instruction given.

ACCIDENT/INCIDENT REPORTING

All injuries incurred whilst at work that require first aid or medical treatment will be reported to the Head of Manufacturing/Managers/SHEQ Team and the details recorded in the accident books, located in both of the first aid rooms.

Immediate reporting by the quickest practicable means of fatalities, major injuries and dangerous occurrences (as defined by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) will be made by the Company to the HSE by using the reporting form on line at www.hse.gov.uk/riddor.

Reporting fatal and major injuries **only** - call the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm).

All accidents will be investigated by the Company or its appointed Health and Safety Consultant and a report compiled which will be kept along with the accident book records.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Reportable Injuries Diseases and Dangerous Occurrences Regulations

ALCOHOL AND DRUGS

The Company's aims in reducing and managing alcohol and drug problems in the workplace

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Alcohol and Drugs Policy

ANTI HARASSMENT AND BULLING

The Company are committed to providing a working environment free from harassment and bullying and ensuring all staff are treated, and treat others, with dignity and respect.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Anti-harassment and Bullying Policy

ASBESTOS

Relevant legislation is the Control of Asbestos Regulations 2012.

In compliance with Regulation 10 of the Control of Asbestos Regulations 2012, adequate information, instruction and training is given to employees to enable them to be aware of the health hazards of asbestos; how controls, protective equipment and work methods can reduce these hazards; and the correct use and maintenance of control measures.

The main legislation involving asbestos is the Control of Asbestos at Work Regulations 2012, with specific reference to Regulation 4. This essentially says that a register must be created of all areas on site and the results recorded. The purpose of this is not necessarily to remove asbestos from site but to identify where it may be and to record findings.

Therefore, before any work is undertaken on a project there must be a 'Pre-Refurbishment' survey undertaken to ensure that no one will be harmed by work in any asbestos containing materials in the premises or equipment, and to ensure that such work will be done by the right contractor in the right way. The survey must locate and identify all asbestos containing materials before any structural work begins or on stated equipment at the premises. Whoever undertakes the survey must be competent to do so, as all surveying should be undertaken by a UKAS accredited surveying practice.

There is a Duty of Care to ensure information is made available on the location and condition of the asbestos to anyone liable to work on it or disturb it. They should also be told of the potential risks to their health if they disturb it. This information will be communicated to operatives on a site to site basis e.g. at site induction.

Should asbestos be suspected in any area or activity where on-going work has caused a disturbance of the building fabric, work will immediately stop in that area and the matter should be reported immediately to the relevant Director, or his nominated deputy, assuming he/they are not aware of the circumstances at that point.

Under normal circumstances the suspected asbestos should not be touched, except to wet it, contain any airborne fibres, wherever possible and keep persons away from it. A specialist Company should be approached who will determine the next course of action which should, in the first place, to take a sample for analysis.

THE CDM REGULATIONS

The Construction (Design and Management) [CDM] Regulations known as the 2015 CDM Regulations. Occasionally the Company may be involved with the regulations as a Principal Contractor when the CDM Regulations would be addressed and compliance would be made

The Company recognises the following key parties (Companies or individuals) have specific duties:

Principal contractors:

<p>Contractors appointed by the client to co-ordinate the construction phase of a project where it involves more than one contractor.</p>	<p>Plan, manage, monitor and co-ordinate the construction phase of a project. This includes:</p> <ul style="list-style-type: none"> ➤ liaising with the client and principal designer ➤ preparing the construction phase plan ➤ organising co-operation between contractors and co-ordinating their work. <p>Ensure that:</p> <ul style="list-style-type: none"> ➤ suitable site inductions are provided ➤ reasonable steps are taken to prevent unauthorised access ➤ workers are consulted and engaged in securing their health and safety ➤ welfare facilities are provided.
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Clients:

<p>Organisations or individuals for whom a construction project is carried out.</p>	<p>Make suitable arrangements for managing a project. This includes making sure that:</p> <ul style="list-style-type: none"> ➤ other duty holders are appointed sufficient time and resources are allocated. <p>Clients must also make sure that:</p> <ul style="list-style-type: none"> ➤ relevant information is prepared and provided to other duty holders ➤ the principal designer and principal contractor carry out their duties ➤ welfare facilities are provided
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Domestic clients:

<p>People who have construction work carried out on their own home, or the home of a family member, that is not done in furtherance of a business, whether for profit or not.</p>	<p>Domestic clients are in scope of CDM 2015, but their duties as a client are normally transferred to:</p> <ul style="list-style-type: none"> ➤ the contractor, on a single contractor project, or
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	<p>the principal contractor, on a project involving more than one contractor.</p> <p>However, the domestic client can choose to have a written agreement the principal designer to carry out the client duties</p>
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Principal designers:

<p>Designers appointed by the client in projects involving more than one contractor. They can be an organisation or an individual with sufficient knowledge, experience and ability to carry out the role.</p>	<p>Plan, manage, monitor and co-ordinate health and safety in the pre-construction phase of a project. This includes:</p> <ul style="list-style-type: none"> ➤ identifying, eliminating or controlling foreseeable risks ➤ ensuring designers carry out their duties <p>Prepare and provide relevant information to other duty holders.</p> <p>Liaise with the principal contractor to help in the planning, management, monitoring and co-ordination of the construction phase.</p>
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Designers:

<p>Contractors appointed by the client to co-ordinate the construction phase of a project where it involves more than one contractor.</p>	<p>When preparing or modifying designs, eliminate, reduce or control foreseeable risks that may arise during:</p> <ul style="list-style-type: none"> ➤ construction ➤ the maintenance and use of a building once it is built. <p>Provide information to other members of the project team to help them fulfil their duties.</p>
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Contractors:

<p>Those who do the actual construction work. They can be either an individual or a company.</p>	<p>Plan, manage and monitor construction work under their control so that it is carried out without risks to health and safety.</p> <p>For projects involving more than one contractor, co-ordinate their activities with others in the project team.</p> <p>– in particular, comply with directions</p>
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	<p>given to them by the principal designer or principal contractor.</p> <p>For single-contractor projects, prepare a construction phase plan.</p>
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Workers:

<p>The people who work for or under the control of contractors on a construction site.</p>	<p>They must:</p> <ul style="list-style-type: none"> ➤ be consulted about matters which affect their health, safety and welfare ➤ take care of their own health and safety and that of others who may be affected by their actions ➤ report anything, they see which is likely to endanger either their own or others' health and safety ➤ co-operate with their employer, fellow workers, contractors and other duty holders.
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Reference should be made to the companies IMS system: Documents/Records/Policies 03/Responsibilities of Health and Safety-CDM Regulations

ELECTRICAL EQUIPMENT

Relevant legislation covering electricity on site is contained in the Electricity at Work Regulations 1989.

Portable electrical appliances and extension leads, which are generally hired in when required, are subject to an annual inspection and test by a competent person to ensure they are still safe to use. Documentation to this effect should be made available and results of inspections recorded for future reference. Ideally, all portable electrical appliances are supplied at 110 volts, via a 230/110 volt, centre-tapped earth transformer.

If this is not possible then all 230-volt portable appliances would be used in conjunction with a residual current device (RCD) which will be capable of cutting off the supply to the appliance at an earth fault level of 30mA.

Any cable, plug or connection which appears to be faulty will be tagged as such and reported to Head of Manufacturing/Managers/SHEQ Team at the earliest opportunity for repair/replacement.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Electrical Health and Safety

EMERGENCY/DISASTER PLAN

This is in response to Regulation 8 of the Management of Health and Safety at Work Regulations 1999.

The kind of incidents possible are:

- a) Fire
- b) Explosion
- c) Exposure to toxic release
- d) Flooding
- e) Aircraft crash
- f) Violent weather conditions

When working on a clients' site, procedures under their emergency evacuation should be understood and followed. All Company employees, sub-contractors working on behalf of the Company and visitors should be made aware of any emergency evacuation procedures in force.

Management will ensure that all evacuation routes are conspicuously signed and kept clear of obstruction.

The Directors will ensure that all employees receive adequate information and training in emergency and evacuation procedures by conducting periodic drills and recording them.

The Directors will appoint persons who will control and coordinate emergency procedures. All employees will be made aware of them and their duties.

ENVIRONMENTAL

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Environment Policy Statement

FIRE PRECAUTIONS

Relevant legislation is the Regulatory Reform (Fire Safety) Order 2005.

All fire extinguishers and other fire fighting equipment used are checked on a regular basis and any defects reported and dealt with as soon as possible. Fire extinguishers are subject to an annual examination or test.

A fire drill is normally carried out at least once annually.

In the event of a fire the first consideration is the safety of people. It is the responsibility of employees to know where the fire exits, extinguishers and assembly points are situated, respective to their current place of work. Fire exits must be kept clear at all times.

In the event of a fire alarm being raised: -

- The premises should be vacated immediately via the nearest exit
- Only tackle a fire if personal safety is not endangered
- Persons on site should assemble in front car park at the respective designated assembly point
- Persons should not re-enter the building for any reason until advised to do so by a member of management

In addition, those responsible for fire procedures on site, will:

- Ensure that the emergency services have been contacted
- Ascertain the extent, type and location of the fire
- Control any attempt to extinguish the fire
- Organise a roll call for all persons on site
- Liaise with the Fire Officers before re-entering the premises
- Ensure that all discharged fire extinguishers are replaced as soon as possible
- Report on the fire, and its consequences, as soon as possible
- Investigate the circumstances as soon as possible
- Liaise with the Senior Fire Officer attending and give information concerning:-
 - the location of the fire
 - any missing persons
 - any hazardous chemicals, substances or materials
 - the location of any isolation points

Persons responsible for fire procedures on site will also ensure that all employees are instructed, by a competent person at regular intervals, on various aspects of fire safety, including the action to be taken on discovering a fire, raising the alarm, escape routes, fire drills, etc., etc.

In accordance with legislation, the Head of Manufacturing/Managers/SHEQ Team will ensure that:

- All combustible materials are placed in adequate receptacles that will be provided and removed from the workplace and emptied on a regular basis.
- Flammable materials will be contained and used correctly and any misuse is identified and dealt with immediately.
- All access and escape routes are kept free of obstructions at all times in order to assist in the safe evacuation of the workplace in the event of an emergency.
- All employees are made aware of the emergency procedures and their responsibility to adhere to them.
- Assembly Points will be identified and used in an emergency to ensure the safe gathering of employees, others and any injured parties.
- An adequate numbers and types of fire extinguishers are provided and maintained on an annual basis. Extinguishers will be clearly marked and appropriately located and instruction will be given on their use.

Adequate drills will be carried out periodically to ensure the effectiveness of evacuation. All fire-fighting equipment and alarms are maintained in compliance with regulations. Any shortfalls will be identified, acted upon and any changes effectively communicated to all employees.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Fire Risk Policy and Assessment

FIRST AID

The Company acknowledges the terms of the Health and Safety (First Aid) Regulations 1981 and has appointed first aiders as per list in Appendix A attached to this Policy. Additional first aiders will be trained. An adequate number of first aid boxes are kept at identified locations and persons appointed to ensure they are properly maintained. The appointed person(s) are identified to all employees and employees are made aware of their roles in taking charge in an emergency situation. The Accident books are located in both First Aid rooms complies with the Data Protection Act.

HAZARDOUS SUBSTANCES

The predominant legislation is the Control of Substances Hazardous to Health (COSHH) Regulations 2002, as amended, whereby an inventory of all substances/chemicals is made, assessments undertaken and any necessary control measures implemented.

As a consequence of the COSHH Regulations, the Company addresses the main issues whenever necessary, regarding all substances, and a number of options for the control of exposure to hazardous substances are considered and implemented where necessary.

These include substitution by safer alternative substances, isolation of employees from areas where dangerous substances may be in use, training and simple management methods such as good housekeeping. Employees are required to follow the above instructions and report any incidents or situations which might give rise to an unnecessary risk.

No hazardous substances are taken onto any site which could put either personnel or the environment in potential danger.

Employees, generally, should be in possession of the following information:

- The nature and extent of the risk to health.
- The control measures used and their proper use.
- The results of monitoring.
- The reason for PPE and how and when to use it.
- The procedures to be followed in an emergency.
- The importance of using the washing facilities provided.

The importance of identifying, controlling and the safe handling of substances, including wood dust, adhesives etc in order to reduce risks in accordance with the Control of Substances Hazardous to Health Regulations 2002 (COSHH) is recognised.

Suitable and sufficient risk assessments are carried out in accordance with COSHH and adequate information, instruction and training is provided to employees.

HAZARD AND RISK ASSESSMENT

Legal requirements under Regulation 3 of the Management of Health and Safety at Work Regulations 1999 require the employer to make a suitable and sufficient risk assessment of each and every workplace. Therefore, a list of all known hazards is drawn up, by a competent person, when necessary, and a proper assessment undertaken and the findings recorded and made known to all employees so that they are fully aware of them, for each and every job.

There are specific dangers within the workplace, particularly related to the activities of this Company, due to the transient nature of the work. A number of High-Risk Categories may thus be identified:

- i) Work at Height
- ii) Cranes
- iii) Safe use of forklift trucks

In some or all of these activities a Permit to Work procedure may be required.

Other general risk assessments within this High-Risk Category include:

- a) Electricity on site
- b) Use of Abrasive wheels
- c) Plant and Machinery
- d) Mobile and Static Towers
- e) Use of ladders/Lightweight stagings
- f) Flammable Liquids on site
- g) LPG (Liquefied Petroleum Gases)
- h) Fire Prevention

All work involving the above comes within the high-risk category and therefore a specific assessment would be required, as and when and conducted by the nominated competent person.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Risk Assessments and Managing Health and Safety at Work

HEALTH SURVEILLANCE

The Management of Health and Safety at Work Regulations 1999 require that employees receive health surveillance as necessary having regard to identified risk to health. The requirement for health surveillance must be evaluated on all risk assessments.

The aim of occupational health surveillance is to detect problems early and prevent further harm. It also serves to confirm safety measures and methods of working are operating effectively.

The Management must consider whether there are any hazards present which may give rise to foreseeable risks to health. Persons at risk must be identified and notified to the Head of Manufacturing/Managers/SHEQ Team so that necessary surveillance can be initiated.

Typically, wood dust, welding and paint fumes and the use of hazardous substances, which may cause dermatitis, could require the implementation of health surveillance. Employees should be encouraged to report any adverse condition which they feel may be caused or made worse by their work, to the Head of Manufacturing/Managers/SHEQ Team.

HOUSEKEEPING

The cleanliness and tidiness of premises is the responsibility of each and every employee. Accumulation of excess rubbish should not be allowed since adequate segregated waste bins/skips for various materials, i.e. wood, metal, plasterboard and general waste are available which should be frequently emptied for disposal from site.

When a job is finished the area will be left safe, removing any loose material that could cause slips, trips and falls.

INFORMATION, INSTRUCTION, TRAINING AND SUPERVISION

The Head of Manufacturing/Managers/SHEQ Team will ensure that employees are familiar with their tasks and any safe systems of work, which may be in place as well as permits to work. The Head of Manufacturing/Managers/SHEQ Team will monitor the workplace and ensure that all aspects of this Policy are being carried out.

Employees will not be undertaking tasks that expose them to risks without prior information, instruction and training of an appropriate standard being provided.

Employees will receive training in topics such as:

- Basic Health, Safety and Environmental Awareness
- PPE
- Good Housekeeping and Storage
- First Aid and Emergency Procedures
- Employee Consultation Procedures
- The reporting of defects and unsafe conditions
- Fire Fighting
- Safe use of Substances
- Trade specific training, use of plant and machinery training

LADDERS AND SCAFFOLDING

The predominant legislation is the Work at Height Regulations 2005, as amended, which apply to all work at height where there is a risk of a fall liable to cause personal injury. The Regulations set out a hierarchy for managing and selecting equipment for work at height where duty holders must:

- ⇒ Avoid work at height where they can
- ⇒ Use work equipment or other measures to prevent falls where they cannot avoid work at height
- ⇒ Where they cannot eliminate the risk of a fall, they must use work equipment or any other measures to minimise the distance and consequences of a fall, should it occur

Reference should be made to both the Work at Height Regulations 2005 HSE document INDG 401, and the HSE document Health and Safety in Roof Work, HSG 33.

The general recommendations for the use of ladders are:

- a) Place ladders at a safe angle, one metre out for every four metres high.
- b) Support or tie so they cannot slip.
- c) Place feet of ladder on a secure and level base.
- d) Rest the top of the ladder against a solid surface - not against guttering, or other narrow or plastic features.
- e) Have at least three rungs extending beyond a roof's edge if access is required onto a roof.
- f) Ensure longer extension ladders (over 18 rungs) have an overlap of at least three rungs. Shorter ones (up to 18 rungs) need a minimum overlap of two.
- g) Ladders should be inspected on a regular basis for wear and tear and possible defects. A register should be kept of all ladders.
- h) Ladders must not be painted or otherwise treated in such a way as to conceal defects.

Where access platforms and portable rigs are used these are the main considerations:

- i) Ensure wheels are locked correctly when rig is in use.
- ii) Ensure the working platform size is within the base dimension.
- iii) Outriggers are correctly located and locked in position with the wheels locked.
- iv) Care should be taken when moving the rig. All persons, equipment and materials must be removed from the platform and the rig moved by pushing or pulling at the base level.
- v) The height of the working platform must not exceed three times the smaller base dimension.
- vi) No rig should have a base dimension less than 4ft.
- vii) Working platforms must be provided with handrail and toe boards, and kept clear of materials whenever possible.

All traditional scaffolding and zip up scaffolds will only be erected by trained and competent employees.

Scissor lifts and 'cherry-pickers' may also be hired in for use from time to time. And will only be used by trained employees.

LEGISLATION

The Company takes account of all existing legislation and Codes of Practice and implements its requirements into its general arrangements for health and safety, where appropriate. All new legislation introduced is considered, related to the activities of the Company, and implemented at the earliest opportunity, where necessary, and this Policy reviewed to take account of any changes introduced.

LIFTING APPLIANCES AND EQUIPMENT

Lifting equipment will comply with the requirements detailed within the Lifting Operations and Lifting Equipment Regulations (LOLER) 1998.

Any mechanical handling equipment hired for use (including chains, ropes, slings, etc.) must have been suitably inspected and certified for use, prior to being used. Equipment will not be used beyond the specified end date on an inspection record.

Employees shall inspect any work equipment before use and competent persons will inspect equipment periodically, or as required by law.

All maintenance and inspections carried out on Plant or Equipment will be recorded and those records maintained.

A system will be implemented to ensure that all Plant and Equipment is maintained or inspected on a regular basis and in accordance with any specific statutory requirements.

Cranes hired in for lifting are also subject to LOLER and a certificate of competency must be available from the driver, as well as certification of inspection of the crane. Proof may be required of this.

The records of any statutory inspection of Plant or Equipment shall be kept and maintained as required by law.

MANUAL HANDLING

Wherever possible all lifting and handling is done using mechanical means rather than manual handling. In such cases the predominant legislation, to which we comply, are the Lifting Operations and Lifting Equipment Regulations 1998, which basically covers the planning, supervision and execution of lifting operations to ensure safety; the safe use of lifting equipment; and the periodic thorough examination of lifting equipment by a competent person.

Where the use of mechanical handling equipment is not practical, manual handling procedures are followed at all times relative to the Manual Handling Operations Regulations 1992. Written assessments will be made wherever necessary by a competent person.

Techniques in manual handling will be monitored and updated as necessary, to alleviate the problem of injury to personnel.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Manual Handling Policy and Procedure

MOBILE PHONES

The use of mobile phones during working hours is allowed for making or receiving of emergency calls only. If taking a call an employee should ensure that they are in safe place and that any equipment being operated is in a safe status, e.g forklift trucks being stopped and turned off, etc.

The use of mobile phones for texting, internet usage, gaming, social media or general chatting is discouraged during working hours and should be restricted to break times only. The company reserves the right to investigate any perceived abuse of this restriction and will utilise disciplinary procedures if necessary.

The use of mobile phones is prohibited, at all times whilst driving, unless the phones are of the hands-free type, and even then, extreme care should be taken.

NOISE

The Control of Noise at Work Regulations 2005 places duties upon both the employer and employees with respect to noise in the work place. Employers are obliged to organise a formal noise assessment in the workplace and to make this information available to employees to ensure they are aware of the dangers of noise induced deafness.

Under the Regulations a noise level of 80dBA and over constitutes a First Action level at which employees should be advised to wear ear protection. At 85dBA and above, the Second Action level, employees must wear ear protection. Appropriate signs must be displayed for each of these demarcated areas.

The Company will institute and arrange audiology tests for employees who are either at risk from industrial deafness or request such a test. These would be undertaken by an independent body, by a doctor appointed by the Company or by individual GP surgeries.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Noise at Work Policy

OFFICE SAFETY

Office staff should ensure that:

- a) All places are kept clean and tidy and that entrances are kept clear.
- b) Report to management any defects or projections on equipment or furniture which could cause injury or damage to others.
- b) Any spillage should be cleaned up without delay by the person responsible for the spillage.
- d) With respect to Regulation 3 of the Health and Safety (Display Screen Equipment) Regulations 1992, the Company recognises the fact that to conform, users of DSE should be identified; those so designated be entitled to eye and eye-sight tests and special corrective appliances, if requested; that both users and workstations be assessed; and identified users receive adequate training, relative to their duties. Normally, the Health and Safety Advisor would undertake these assessments which would be recorded and kept under review at all times.
It is also a requirement that defined users undertake their own self-assessment of workstations on a regular basis and to report anything unusual or any problem.
Workstations must also be kept clean, particularly the monitor and keyboard, at all times.
- e) All office doors should be kept shut, except when in use, and not 'propped' open with wedges or a fire extinguisher!
- f) Tampering or repairs of an item of electrical equipment within the office is prohibited, except by persons deemed to be competent. If necessary, repairs will be carried out by contract specialists.
- g) Ensure no more than one filing cabinet drawer is opened at any one time (some cabinet drawers are interlocked to prevent this).

PERSONAL PROTECTIVE CLOTHING/EQUIPMENT

Wherever possible, PPE will be used as a control measure of last resort. Adequate supplies of protective clothing and equipment are available where and when necessary and employees should ensure that they are using the correct protection for the relevant job. The relevant legislation is The Personal Protective Equipment at Work Regulations 1992 (PPER 1992) as amended by the Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER 2022) in respect of the availability of PPE and its suitability. Individual PPE may include:

Footwear:

Approved safety footwear, adequate for the job, should be worn at all times when working in the factory.

Eye protection:

Safety goggles or spectacles should be worn whenever necessary or when advised to do so by the Company.

Ear protection:

See comments under **NOISE** section.

Hand protection:

Appropriate gloves should be worn whenever necessary or when advised to do so by the Company.

Welding/Dust/Paint Sprayers masks:

Again, this will be job dependent but should there be a need to wear one then it is provided.

General:

References may be made to the following legislation, where necessary:

- i) The relevant legislation is The Personal Protective Equipment at Work Regulations 1992 (PPER 1992) as amended by the Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER 2022)
- ii) Control of Noise at Work Regulations 2005

All PPE must be serviceable and replaced if damaged to ensure it provides adequate protection.

Employees receive adequate information, instruction and training in the use of PPE.

PLANT AND MACHINERY

The predominant legislation is the Provision and Use of Work Equipment Regulations 1998.

All items of plant will be inspected and fully serviced or overhauled regularly by a qualified person and any defects brought to the attention of the management. Prior to use on site all plant will be checked.

Supervision will ensure that all persons who are likely to use work equipment have received adequate training for that particular equipment and are authorised to use it.

Equipment owned by the Company must not be used by sub-contract personnel unless a written agreement has been obtained.

Likewise, sub-contractors' equipment must not be issued to, or used by our personnel, unless written permission is given.

It must also be emphasised that personnel employed on or near moving machinery of any description should not wear loose or badly fitting garments and those with long hair and/or jewellery should also ensure that some means are employed to prevent entanglement with machinery.

Of particular importance is the need to monitor hand-arm and whole-body vibration, in compliance with the Control of Vibration at Work Regulations 2005. Effects of vibration from machines, such as angle grinders, chainsaws, sanders, hammer drills, etc., may cause damage to the blood circulatory system (i.e. vibration white finger), sensory nerves, muscles, bones and joints. Risk assessments may be necessary, where applicable, and health surveillance may need to be considered where risks cannot be completely eliminated.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Control of Vibration at Work Policy

Guards are placed for the protection of the employee and will be best regarded as being there, not just for making the place safe but as a warning that the place is dangerous and that one should keep clear. Guards should not be removed except with proper authorisation.

Prior to any work commencing on a machine, isolation of power supplies must have been affected by a competent person.

When any maintenance or cleaning work is completed, guards must be replaced securely before plant is restarted. Any defects in machinery guards must be reported immediately.

Machines built to British Standards usually incorporate safe-guards, defined in BS EN ISO 12100:2010 and also include The Supply of Machinery (Safety) Regulations 2008. Also, routine inspection and testing under the Electricity at Work Regulations 1989 should ensure their electrical integrity and safety.

POLLUTION

Management will ensure that any waste generated by the business is stored, transported and disposed of in accordance with the appropriate Environmental legislation.

Reference should be made to the companies IMS system: Documents/Records/Pollution Prevention and Control

ROOF WORK

All roofwork should conform to the guidance contained in the HSE publication, "Safety in Roof Work", HSG 33.

When working at a height an adequate warning system will be put into operation to safeguard third parties who may enter beneath the working area. Under normal circumstances the area below would be cordoned off.

The dismantling of roof structures must be carried out in accordance with an agreed working procedure, i.e., a method statement.

A high wire safety system is installed in the factories and employees are trained in its use.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Working at Height

SAFE PLACES OF WORK

The provision of a safe place of work, together with an acceptable working environment, is essential for better production and less risk to employees. To this end, management will ensure that the following standards are maintained, etc.:

- a) Suitable and sufficient lighting throughout the place or work
- b) Safe access/egress of workplaces
- c) Safe storage facilities
- d) Adequate working temperature
- e) Floors in good order and not left slippery without warning
- f) Sufficient fresh air in enclosed workplaces - ventilation systems
- g) Suitable welfare facilities (i.e. toilets, rest rooms, eating facilities, changing facilities, etc.)
- h) Segregated traffic routes, where possible
- i) Work equipment is maintained in good repair
- j) Choice of equipment for the job to be undertaken
- k) Work equipment is clearly marked as to what it controls and where its point of isolation is.

SAFE ACCESS AND EGRESS

The Company, so far as reasonably practicable, will ensure that safe access and egress is provided to the site by carrying out suitable and sufficient risk assessments and providing adequate information and training to employees and management in good housekeeping and storage of goods, plant and materials. This also includes safe traffic routes on site.

SAFETY SURVEYS/INSPECTIONS

Regular safety surveys/inspections are undertaken to ensure arrangements, already set out in this Policy, are effectively being complied with and to highlight any areas where improvement might be necessary. This procedure is on-going and undertaken on a regular basis, on the company's tablets using Safety Culture.

SAFE SYSTEMS OF WORK

Wherever necessary written safe systems of work and method statements are used to instruct personnel on procedures. Tasks unique to this profession, as well as routine tasks, require specific instructions to implement, and, since there is no direct supervision when working, written safe systems of work have become an essential part of communications. In some cases, this safe system of work relates to a more formal permit to work system, to include for activities such as working in confined spaces, hot work areas, roof work, chemical plant, excavations and electrical work, in order to ensure the safety of personnel.

Safe systems of work and method statements are issued where required and are monitored on a continual basis to ensure they continue to be valid.

SECURITY

The Company will ensure, so far as reasonably practicable, the security of the workplace by implementing adequate systems to prevent damage, loss and harm by unauthorised persons. This includes security barrier and guard, CCTV, alarms, visitor signing in books, key fobs, etc.

The Company will ensure, so far as reasonably practicable, that all plant and equipment are kept secure whilst on site during non-operational hours.

SEGREGATION OF WORKING AREAS

The Company has a duty to ensure the safety of any third party. It is essential, therefore, that segregation of the working area is effective.

The degree of segregation on any particular contract will be agreed before commencement and must be strictly adhered to.

In all cases adequate warning signs and barriers will be erected to inform third parties of the potential risk within the cordoned off section. Visual inspections of all barriers, sheeting seals, etc., will be made prior to the commencement of each working period or after alteration. Any defects will be rectified before work re-commences.

SIGNS AND NOTICES

The Company will ensure that where applicable, statutory notices are displayed where they can be read easily by employees and others who may be affected by any operation.

The Company will ensure that safety signs appropriate to the risks from any operation undertaken will be posted as required within the workplace.

STRESS AND MENTAL WELLBEING

The Company is committed to protecting the health, safety and wellbeing of our staff. We recognise the importance of identifying and tackling the causes of work-related stress. We also recognise that personal stress, while unrelated to the workplace, can adversely affect the wellbeing of staff at work.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Stress and Mental Wellbeing Policy

TRAINING

Training is vital and essential to a successful business, as well as being a legal requirement, placed on the employer to train, instruct and inform. It is our intent to methodically and systematically assess on an on-going basis, our training needs and to improve performance by appropriate methods.

Training includes instruction to enable employees to identify hazards, to introduce systems for controlling these identifiable hazards and the recognition of safe working practices.

Our specific aims are:

- To provide Induction training for all new employees or existing employees, where applicable. This would include:
 - Fire Procedures applicable to the premises
 - Location of first aid boxes and names and location of authorised first aiders
 - Instructions regarding any *prohibited areas* and *no smoking areas*.
- Instructions regarding the use of Personal Protective Equipment, including details on when and where to use it
 - Instruction relating to their specific place of work
- To ensure employees are fully trained in the use of any equipment they may use and for them to receive adequate safety training specific to the job to enable him/her to perform that job without risk, regarding health and safety.
- To ensure that any new equipment to be introduced is assessed for training requirements before use.
- To see that regular refresher training is provided.
- Adequate training is provided for management, at all levels.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Safety Training Policy Arrangement

TRANSPORT

At all times employees will comply with the legal requirements of the Road Traffic Acts in the manner of their driving and exercise reasonable care in the handling of their vehicles. All Company vehicles are regularly serviced and maintained, in addition to which drivers are obliged to regularly check oil, water and tyre pressures. Any faults noted with respect to vehicles must be reported to their immediate member of management at the very earliest opportunity.

All vehicles used for Company purposes will be maintained in a roadworthy condition and a system will be in place for reporting faults and defects.

Diesel fuelled and electric fork lift trucks are used on site. Only trained and certificated drivers may drive these trucks, drivers needing to be re-trained every five years. Fork lift trucks must be checked daily for brakes, tyres, lights, steering, leaks, etc., and record sheets kept of these inspections. Should there be any fault develop on a fork lift truck it should be reported immediately to a member of management at the very earliest opportunity.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Company Vehicles and Driving your Own Vehicle on Company Business

VISITORS

The Company is responsible for all visitors to any site they may be working on. To ensure their safety all employees of the Company are requested to co-operate in the policies created for the safety of non-employees. Visitors must report to the security office before entering the work area. He, or she, will then be instructed in any specific site hazards and precautions taken.

These would generally be:

- To respect *No smoking* areas
- To wear PPE as directed
- To know how to react to a fire alarm
- To generally follow any reasonable instruction given by their contact on site

As a general rule, visitors are not allowed on any site the Company may be working on, unaccompanied.

WELFARE

The Company will ensure that adequate toilet and washing facilities are in place or provided, as well as an area for taking meals.

The Company will ensure that adequate catering facilities are provided and maintained in a clean condition.

Where accommodation is provided, the Company will ensure that it is maintained and kept clean.

Reference should be made to the companies IMS system: Documents/Records/Policies 03/Welfare Policy Arrangements

WORK EQUIPMENT

All work equipment is inspected before use and monitored on an on-going basis by the operator or the Managers, or one of the SHEQ team. Any maintenance or repair work necessary will be undertaken at the earliest opportunity. All employees and sub-contractors working for the Company will be trained in the safe handling and use of respective work equipment used at work, either by the Managers or one of the SHEQ team or a specialist brought in, i.e. equipment brought in from a hire Company.

WORKMANSHIP STANDARDS

It is a legal requirement, under the Health and Safety at Work etc. Act 1974, that all work undertaken has to be carried out in a competent and workmanlike manner to ensure the safety and health of all concerned.

YOUNG PERSONS

Young persons are defined as any person who has not attained eighteen years of age.

In compliance with legislation, particularly the Management of Health and Safety at Work Regulations 1999, employers of young persons are obliged to give relevant information to the parents of a child they intend to employ, i.e. the risks to their health and safety, identified by a work assessment; the intended preventative measures; and the risks involved need to be identified.

Further, an employer should not employ a young person unless he has made or reviewed an assessment, relative to the risks to the health and safety of young persons. Account should be made of the inexperience, lack of awareness of risks and the immaturity of young persons.

Appropriate compliance is made with legislation when employing young persons.

HEALTH AND SAFETY SERVICES

Communication with the Health and Safety Executive may be undertaken to discuss elements of our business. Their advice and guidance should be followed whenever possible. In addition, advice may be sought from any of the following sources:

- Health and Safety Executive (for East Yorkshire)
Foundry House
3 Millsands
Riverside Exchange
Sheffield
S3 8NH
Telephone: 0114 291 2379

- Employment Medical Advisory Service (EMAS):
Foundry House
3 Millsands
Riverside Exchange
Sheffield
S3 8NH
Telephone: 0114 291 2379

- Northern Safety Management Limited:
15 Orchard Road
Anlaby Park Road
Hull
HU4 6 XS
Telephone: 01482 569844
Mobile: 07904 496946
Email: iansafe@robbo3.karoo.co.uk
Website: www.northernsafetymanagement.co.uk

GROSS MISCONDUCT

RULES COVERING GROSS MISCONDUCT

An employee may be liable to summary dismissal if he/she is found to have acted in any of the following ways:

1. A serious or wilful breach of the Safety Rules.
2. Unauthorised removal or interference with any guard or protective device.
3. Unauthorised operation of any item of machinery, plant or equipment.
4. Unauthorised removal of any item of first aid equipment.
5. Wilful damage or misuse of or interference with any item provided in the interests of health and safety or welfare at work.
6. Unauthorised removal or defacing of any label, sign or warning device.
7. Misuse of chemicals, flammable or hazardous substances or toxic materials.
8. Smoking in any area other than that designated as a smoking area.
9. Smoking whilst handling flammable substances.
10. Horseplay or practical jokes which could cause accidents.
11. Making false statements or in any way deliberately interfering with evidence following an accident or dangerous occurrence.
12. Misuse of compressed air, pneumatic, hydraulic or electrical equipment.
13. Dangerously overloading any item of lifting equipment.
14. Overloading or misuse of any vehicles.
15. Being incapable of work whilst under the influence of drink or drugs.
16. Refusal to obey any reasonable instruction.

The above list is by way of an example and is not intended to be an exhaustive list.

Reference should be made to the companies IMS system:
Documents/Records/Policies 03/Disciplinary Process Policy

Issue 1: January 2023
Issue 2: July 2023 (Appendix A change only)
Issue 3: January 2024
Issue 4: January 2025

APPENDIX A

Current duty holders [see page 5 of the Health and Safety Policy]:

Gary Parker	CEO
Chris Turner	Managing Director
Paul Tansey	SHEQ Director
Jim Butler	Operations Director
Mike Marriot	Technical Director
Sarah Marshall	Finance Director
Bridget Logan	HR Manager
James Farmer	Head of Manufacturing
Simon McGeachy	SHEQ Manager
Jim Hubbard	Production Manager
Ken Fraser	Production Manager
Oliver Kirke	Structural Steel Production Manager
Dave Quance	AV Steel Production Line Manager
Paul Saxton	Site & Logistics Manager
Ian Robertson	Health and Safety Advisor (Northern Safety Management Ltd)

First Aiders: Emergency First Aid at Work

James Scarlet - Expiry date 05/03/2026
 Ken Fraser - Expiry date 05/03/2026
 Paul Tansey - Expiry date 31/08/2026
 Simon McGeachy - Expiry date 05/03/2026
 Maddison Turner - Expiry date 05/03/2026
 Rebecca Harrison - Expiry date 05/03/2026
 Christian Laud - Expiry date 06/03/2026
 Neil Atkinson - Expiry date 05/03/2026
 Paul Clarke - Expiry date 05/03/2026
 Paul Wilson - Expiry date 05/03/2026
 Shaun Nicholson - Expiry date 05/03/2024
 Paul Gibbons - Expiry date 05/03/2026
 Harry Catchpole - Expiry date 05/11/2027
 James Price - Expiry date 05/11/2027
 Paul Saxton - Expiry date 05/11/2027
 Arcaduisz Granosewski - Expiry date 05/11/2027
 Ali Zaie - Expiry date 05/11/2027
 Janusz Jakimowicz - Expiry date 05/11/2027

Ollie Bateman - Expiry date 05/11/2027
Marc Webster - Expiry date 05/11/2027
Callum Burden - Expiry date 05/11/2027
Oliver Kirke - Expiry date 05/11/2027
Liam Tomlin - Expiry date 05/11/2027
Danny Prest – Expiry date 05/11/2027

Level 3 Award in Mental Health: Workplace First Aider

Ken Fraser - Expiry date 06/11/2027
Paul Clarke - Expiry date 06/11/2027
Harry Catchpole - Expiry date 06/11/2027
Leanne Scarlet - Expiry date 06/11/2027
Liam Tomlin - Expiry date 06/11/2027
Tom Oliver - Expiry date 06/11/2027
Danny Prest - Expiry date TBA
Neil Atkinson- Expiry date 06/11/2027
Paul Saxton - Expiry date 06/11/2027
Ollie Bateman - Expiry date 06/11/2027
Paul Gibbons - Expiry date 06/11/2027
Oliver Kirke- Expiry date 06/11/2027
Jim Hubbard – Expiry date 23/01/2028
Andy Pickering – Expiry date 23/01/2028