

# Health, Safety & Welfare Policy



It is the firm policy of the Company to take all reasonable steps to ensure the health & safety and welfare of all employees in fulfilment of its moral, legal and economic responsibilities. These measures will also be aimed at protecting others who may be affected by our day to day working activities.

The Company will maintain close co-operation with Clients, CDM Co-ordinators, Suppliers, Sub-Contractors, the Health & Safety Executive and Safety Advisors to ensure, as far as is reasonably practicable, that procedures and practices are satisfactory.

It is a Management function to provide the right circumstances under which work may be carried out safely. However, all employees must understand that they have a legal duty not only to work in a safe manner, but also to co-operate with the Management in any efforts made to create safe working conditions.

The Company will ensure that the necessary training will be provided and updated at all levels to enable employees to carry out their responsibilities. The Company will make every reasonable effort to promote amongst its employees a genuine awareness of health and safety matters and to create an understanding of the importance of safe working practices and the use of protective clothing and safety aids.

Employees will be encouraged to involve themselves fully in safety activities and the reporting of unsafe conditions or practices. The Company will ensure that every possible assistance is given to Clients and CDM Co-ordinators with regard to safety requirements.

The Company will establish appropriate documented procedures and will define responsibility and accountability for health and safety at all levels. Continual identification and assessment of hazards within the company will be made, with the assistance of Safety Advisors, and effective policies introduced, monitored and audited. It is a condition of all orders that subcontractors possess a Company Health & Safety Policy of their own which is at least equal to that of this Company - sight of which is required prior to work commencing.

Alternatively, a signed acceptance to adopt the Thomas vale Construction Health, Safety & Welfare Policy will be allowed.

The Company will encourage such safety representation as required by legislation and will consult with all employees and subcontractors on matters appertaining to health and safety. Consultation with employees will form an important part of promoting good co-operation and ensure that high standards of health and safety are maintained within the company. The Company engages the services of in house safety advisors.

Safety Advisors are appointed to advise on health and safety matters and to ensure that the Company is in full compliance with all health & safety legislation. The company will pursue a policy of continuous improvement and produce statistics on safety performance, reported to the Board, to measure progress. This Policy Statement will be reviewed and amended from time to time as new legislation is introduced.

Approved by SA Hyde, Managing Director (April 2009)