

ERNEST DOE & SONS LIMITED

GENERAL STATEMENT OF POLICY FOR HEALTH AND SAFETY AT WORK

It is the company policy that all possible steps will be taken to ensure health, safety and welfare conditions are provided for all persons on its premises and to prevent damage to company property.

This has been decided by the Board of Directors and it is the responsibility of the managers in the management structure to implement down the line. Equally it is the duty of all employees to act responsibly and to do everything they can to prevent injury to themselves and their fellow workers. (Refer to management responsibilities in Section 2).

It is the statutory duty of all employees to co-operate with the company's safety policy and safety arrangements in practice this means observing all safety rules, wearing protective clothing where required, reporting all accidents, near misses and hazards to the appropriate manager and carrying out all safety responsibilities allocated.

All employees with specific responsibilities for health and safety must ensure that they appoint deputies in their absence.

All employees who authorise work to be carried out at any time must ensure that there are adequate health and safety arrangements in place.

The Health and Safety at Work Act, The Regulatory Reform (Fire Safety) Order, relevant Health and Safety regulations and approved codes of practice are to be complied with at all times but this in itself is not enough. All employees must contribute towards making work areas as safe as possible.

The Health and Safety Committee will monitor changes in the workplace, keep up to date with guidance and legislation affecting the health, safety and welfare of employees and keep under review training requirements.

The Committee will meet a minimum of three times per annum, is as follows:

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|---|-------------------------|
| COLIN E. DOE | CHAIRMAN |
| CAROLINE COCKBURN | SECRETARY |
| JANICE PEGLEY | HEALTH & SAFETY MANAGER |
| SUE ADAMS | |
| KIMBERLEY LARKIN | |
| ANDY BLOOMFIELD | |
| ALAN RINGER | |
| ANGUS DOE | |
| JANET DOE | |
| NEIL FROST | |
| KEN SMYTH | |
| DARREN STUBBINGS | |
| DAVID WOOD | |
| SUE JONES | |
| BRANCH MANAGERS (at each location or an employee nominated by him in agreement with the H&S Director) | |

The Health and Safety Management System includes policies, organisation, responsibilities, risk assessments and safe systems of work. Each branch has access to all documentation.

Any suggestions for improvement to existing safety arrangements should be made to the appropriate committee member. Our aim is to prevent accidents, not to hold inquests on those that have happened.

The Policy is the direct concern of the company's senior management. Mr Colin E Doe, H&S Director, is responsible to the Board of Directors for its overall implementation.

SIGNED: 

DATE: 15th March 2021

DATE OF NEXT REVIEW: 14th March 2022