

## PURPOSE

It is our intent to demonstrate an ongoing and determined commitment to improving health, safety and wellbeing at work throughout our group of businesses. To ensure that, through the way we work and behave, all those affected by our work processes, designs and activities are protected from risk to occupational injury or ill health.

## SCOPE

This policy applies to Stonbury Holdings Ltd, Stonbury Ltd, Kingcombe Stonbury Ltd and ITS Stonbury Ltd and covers all work activities undertaken on behalf of the businesses.

## COMMITMENT

It is the Boards intention to demonstrate an ongoing commitment to improving health safety and wellbeing at work by, promoting best practices throughout our organisation, fulfilling moral responsibilities and legal obligations arising out of common and statute law. We will ensure the health safety and wellbeing at work of all our employees and any other people who may be affected by our work activities. The board is committed to ensuring that all employees recognise and understand their obligations to apply and enforce appropriate measures.

## CONTROL

The control and monitoring of health, safety and wellbeing procedures is vital as part of the company's safety culture and commitment to continuous improvement. These obligations are reflected in the following:

- Adequate resources shall be provided to ensure that all our employees and subcontractors are aware of this policy to ensure its effective implementation.
- Senior management will ensure that roles and responsibilities for health, safety and wellbeing will be defined, as necessary, within role profiles.
- Provide adequate control measures of health, safety and wellbeing risks arising from work activities, access and egress and travelling on company business.
- To ensure employees understand their responsibilities for health, safety and wellbeing of themselves and those around them, to follow safe systems of work and to report any concerns to line managers.
- To maintain a 'Just Culture', where employees and sub-contractors can speak out without fear of reprisal and where repeated, wilful error is not accepted.
- To provide the framework for setting or reviewing occupational health, safety and wellbeing objectives.
- Consult with employees / non-employees on matters affecting their health, safety and wellbeing when working for a group company directly, whilst promoting a positive health, safety and wellbeing culture.
- Provide and maintain safe plant, safe equipment and welfare facilities.
- Ensure safe handling, storage, transportation and use of substances.
- Provide information, instruction, training and supervision for all employees to ensure that they remain or become competent in all aspects of the work required of them.
- Ensure that all employees and subcontractors are competent to undertake all work activities.
- Ensure so far as reasonably practicable , any designed / constructed design will be safe and without risk to health at all times when it is being set, used, cleaned or maintained by a person at work or the general public.
- Prevention of injury, ill health and continual improvement in occupational health, safety and wellbeing management and performance including first aid provision.
- Maintain Health & Safety Management Systems compliant to ISO45001.
- Identify non-conformances from a variety of sources within the system and ensure these are assessed to identify the root causes and corrective and preventative measures are implemented.

## REVIEW AND COMMUNICATION

Review and revise this policy at regular 12 monthly intervals, as part of change planning, lessons learned, knowledge transfer and post incident. Communicate this policy throughout all levels of the group and make it available to interested parties on request.

## APPROVAL

Signed by the Group Managing Director



Ian Mellor

Date 10<sup>th</sup> July 2020