

Health and Safety Policy



STATEMENT OF INTENT

It is our intent to demonstrate an ongoing and determined commitment to improving Health & Safety at Work throughout our organization. We will ensure the Health & Safety at Work of all our employees and sub-contractors who may be affected by our work activities. We will comply with the requirements of Health & Safety Legislation. We will lead industry by promoting best practice and exceeding the guidance of the Health & Safety Executive (HSE) and other regulatory bodies.

This Policy reflects our commitment to ensuring that Health & Safety at work is paramount to the business, and that effective Health & Safety actively contributes to our success. We will set realistic health and safety objectives which will deliver the intent of this Policy and we will comply at all times with (our parent companies) directives, industry standards and health, safety and welfare legislation as a minimum standard.

The implementation of our health and safety management system is a line management responsibility, supported by functional specialists and relies upon the competence, cooperation and commitment of all our people. We will therefore:

- Actively involve our people, partners and supply chain in developing and sustaining a positive health and safety culture which demonstrates leadership and commitment
- Develop the necessary competencies, through the provision of information, training, instruction and supervision, to enable our workforce to comply with all health and safety requirements and to perform their duties safely
- A working environment where everyone makes safety personal and helps to create a zero harm culture through understanding their impact on health and safety performance.
- Establish effective organisational communication, cooperation and control arrangements with documented procedures and guidance where appropriate and seek employee participation and views on health and safety matters
- Establish, implement, and review corporate objectives to drive continual process improvement
- Procure outsourced occupational health services to deliver health assessments and surveillance, provide advice to management on the rehabilitation of our people back to work following ill health and work collaboratively with the Company to support health wellbeing initiatives
- Actively encourage and support innovation and learn and share with others within our industry

RESPONSIBILITIES

Responsibility for this Policy lies with the Managing Director, HCL day to day implementation of the Policy is the responsibility of operational management and functional heads with the HSE Manager responsible for the provision of specialist HSE support. All employees have a responsibility to comply with this Policy and its associated arrangements.

ARRANGEMENTS

Arrangements for the control of health and safety are contained within the Business Management System. The effectiveness of these arrangements and our performance against Company objectives is routinely monitored and reported to the Company Management Leadership Team. This Policy aligns with HCL policies and will be reviewed annually as a minimum. This Policy will be brought to the attention of all employees, supply chain partners and persons working on behalf of the Company. It will also be freely available to the public via the Company website.

AUTHORISATION

David Harrhy
Managing Director
October 2016

Author MP Whelan HSE Manager

