

POL001 Safety Policy Statement

My commitment and that of the Board Members to Health and Safety is absolute and in reflecting this commitment the following objectives shall be implemented within the Company: -

To ensure a safe and healthy working environment for all employees, external providers and those others affected by the company's activities by prioritisation of funding and resources for safe working and systems.

Specific responsibilities are allotted to certain Directors and Managers these are detailed within Job Descriptions and SQE Responsibility Statements. The responsibilities are designed to enable those individuals to develop suitable standards and procedures by which to meet the requirements of the Integrated Management System.

Ensuring the Company goals of client satisfaction, ongoing business development and profit are not in conflict with good safety and industry best practice. A good safety record is of benefit to business, while a safe and healthy environment protects and encourages our staff, our most important asset.

I also believe that concern for the environment is an essential element of safety management and I shall set positive environmental policies supported by environmental procedures.

Specifically, I will ensure that:

- The Health and Safety at Work Act 1974, all other relevant legislation and client standards are seen as the minimum requirement and that these requirements will be fulfilled.
- Objectives and targets are set annually by myself for my management team to drive continual improvement in health & safety performance
- The prevention of injury and ill health and continual improvement in OH&S management and performance by the provision of safe and healthy working conditions.
- A Competent Person is appointed to ensure full compliance with legislation providing professional Safety, Environmental, Training, Railway Safety advice and strategy to the Board on all related matters affecting the Company.
- There is a structure in place to facilitate participation and consultation from the workforce at all levels
- There is support for staff who abort work on grounds of safety and/or health.
- Fire and security arrangements exist and are maintained to meet legal requirements, industry standards and to exercise loss control.
- Arrangements exist and are applied to the identification of hazards, the assessment of risks associated with such hazards and the implementation of suitable control measures to reduce O H & S risks.
- That First Aid facilities are provided and maintained.
- Safety information, data and trends are reviewed and used for accident prevention and continuing improvement of the Safety Management System.
- All Employees, including visitors and external providers are given sufficient information to carry out their duties with the minimum of risk.
- Arrangements shall be put into place to identify hazards and evaluating risks connected with External Providers and evaluating whether those External Providers and their employees meet all of the requirements within the Safety Management System
- Training needs are identified and met.
- Managers demonstrate to staff our care for them, their safety, health and welfare.
- Plant and equipment, owned or hired is of a safe design and properly maintained.
- Suitable welfare facilities are provided for all staff at or near work-sites, providing shelter and messing facilities.
- Suitable Personal Protective Equipment is provided with training for all employees exposed to risks to their health and safety whilst at work.
- A robust system of self-audit shall be instigated. This will involve inspections, safety tours and continuous monitoring in compliance with the EN BS 45001:2018 Standard
- Commitment to complying with our client's standards whether mandated or advised.
- A procurement policy to ensure compliance with the relevant statutory requirements, Client's Standards and Industry Best Practise.
- This policy is reviewed annually as a minimum.

Managing Director
PICOW Electrical Engineering Limited



January 2019