



joinery ltd

Health, Safety & Welfare Policy & Procedures

GENERAL STATEMENT

It is our policy to provide and maintain safe and healthy working conditions, equipment and systems of work for all our Employees, Contractors and Other Parties involved in our work, and to provide sufficient information, training and supervision required for this purpose.

We will take all necessary measures to ensure that the Health, Safety and Welfare of our Employees and others affected by our work meet with the requirements and spirit of the Health and Safety at Work Act 1974, together with all other statutory requirements and considering Approved Codes of Practice (ACOPs).

All Employees, Sub-Contractors and Agents acting on our behalf, will be made aware of the Company's arrangements regarding Health and Safety, including being given a copy of this Policy. Clients, Principal Contractors and their Agents may also be given a copy to ensure that all are very clear about how seriously we take our responsibilities towards everyone we have contact with during our work.

Additional guidance will be given to all persons working for this Company which outlines our rules and other information relating to working for our Organisation.

The active participation of all people working for this Company regarding the safe execution of their duties is paramount, without which our Policy cannot be delivered effectively.

This Health, Safety & Welfare Policy will be updated to reflect changes in the business and working conditions, or if any changes in legislation affect our work.

Signed:

A handwritten signature in black ink, appearing to read "I. Walker", enclosed in a rectangular box.

Ian Walker (Managing Director) Date: 12th July 2021

Scheduled date of next review of this Policy: End of October 2021 unless required earlier.

OTHER DOCUMENTS AND PROCEDURES IN PLACE:

In order to effectively manage our work, we utilise the following in addition to this Policy:

- Anti-Bribery & Corruption Policy
- Environmental, Sustainability & Waste Management Policy
- Equal Opportunity, Harassment & Bullying Policy - Including Modern Slavery Statement
- Quality Policy & Procedures
- Work at Height Standards & Procedures
- Site Rules - Our Own and Clients
- Construction Phase Plans, Risk Assessments and Method Statements
- Third Party Accreditations - CHAS, Constructionline and SMAS Worksafe
- Drugs & Alcohol Policy

WORKSAFE POLICY

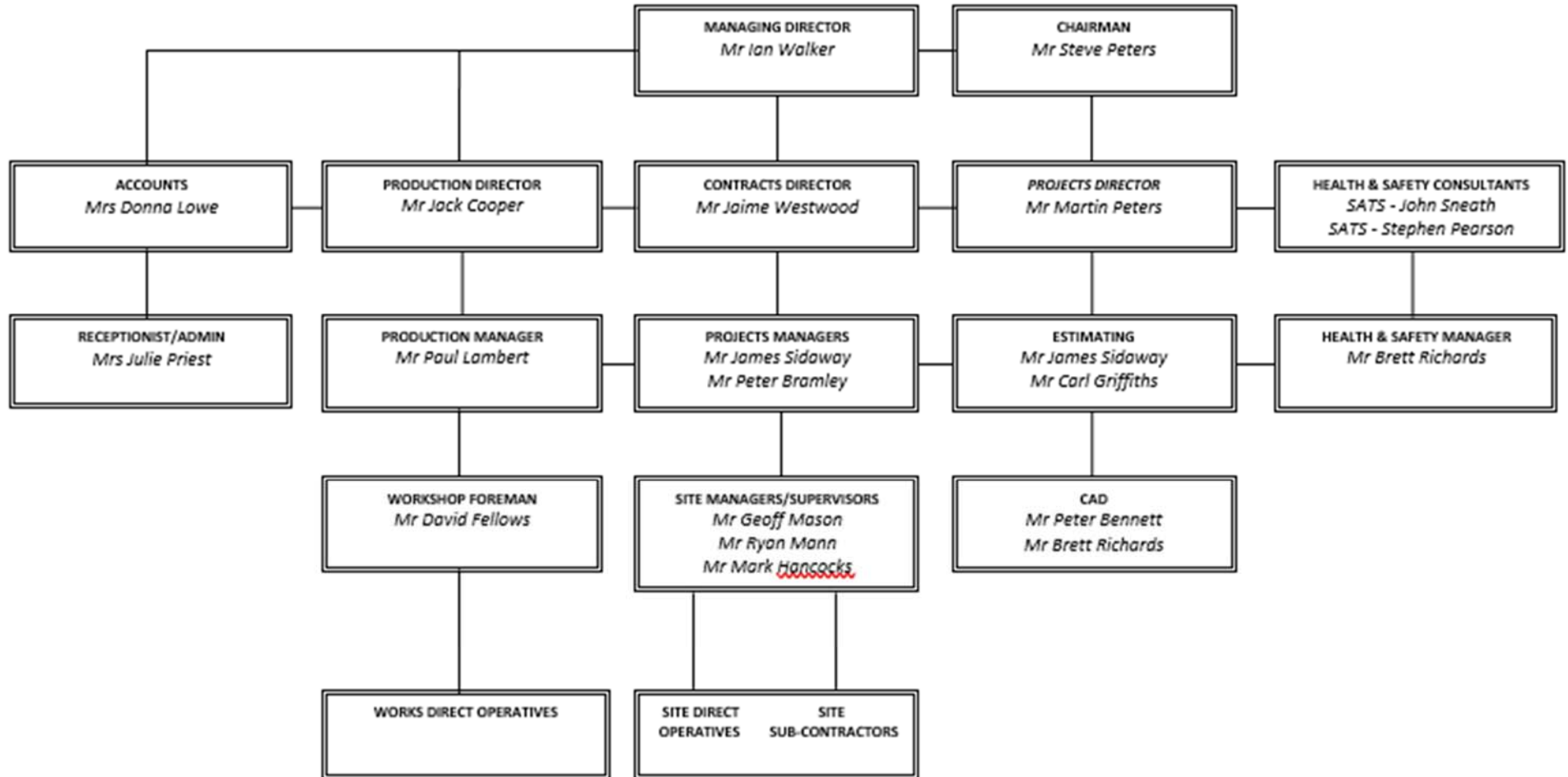
Everyone has the "right to refuse to work" if doing so would endanger anyone at the time or in future. In such circumstances, this must be reported to the relevant Manager immediately, who will investigate and take improvement actions until a suitable resolution is agreed. Should the need arise then the "right to refuse" report can be escalated to other senior Managers or Directors, if the person making the report believes that the matter is not being treated with sufficient importance.

People who make such reports are to be thanked for their efforts in making our workplaces safer for all without risk of disciplinary action.

The Full Contents of This Health, Safety & Welfare Policy Are:

1. SAFETY ORGANISATIONAL CHART
2. KEY RESPONSIBILITIES OF ALL - Management, Supervisors, Employees and Contractors
3. ADVICE AND ASSISTANCE
4. RISK ASSESSMENTS, METHOD STATEMENTS AND WORK INSTRUCTIONS
5. CONTRACTORS, CUSTOMERS AND VISITORS
6. TRAINING AND TRAINEES
7. CONSTRUCTION DESIGN AND MANAGEMENT REGULATIONS - CDM 2015
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10. FIRST AID
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12. FIRE SAFETY
13. PERSONAL PROTECTIVE EQUIPMENT
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17. HOUSEKEEPING AND WORK AREAS
18. CONSULTATION AND COMMUNICATION
19. HAZARDOUS/DANGEROUS SUBSTANCES
20. ASBESTOS
21. WORKING WITH LEAD CONTAINING MATERIALS
22. USE OF LPG, GASES, FLAMMABLE LIQUIDS AND COMPRESSED AIR
23. MANUAL HANDLING
24. WORKING AT HEIGHT
25. WORKING IN CONFINED SPACES
26. WELFARE
27. YOUNG PERSONS AT WORK
28. CONSTRUCTION SITE SPECIFIC ARRANGEMENTS
29. COMPUTERS AND DISPLAY SCREEN EQUIPMENT
30. HEALTH SURVEILLANCE
31. MONITORING OF COMPLIANCE AND SAFETY
32. NOISE AT WORK
33. VIBRATION
34. STRESS AT WORK
35. COMPANY VEHICLES
36. LONE OR LATE WORKING, PERSONAL SAFETY
37. NON-CONSTRUCTION WORKPLACES
38. ELECTROMAGNETIC FIELDS
39. TEMPORARY WORKS
40. PROHIBITED ACTIONS
41. LOG OF REVIEW AND AMENDMENTS TO THE COMPANY POLICY
42. LOG OF ISSUE OF THIS POLICY

1. SAFETY ORGANISATIONAL STRUCTURE



RESPONSIBILITIES

2. KEY RESPONSIBILITIES

Ian Walker, on Behalf of the Company:

- Will have overall corporate responsibility for Health, Safety & Welfare, supported by our Designated Competent Person: Staff at **Site Assessment & Training Services (SATS) Ltd.**
- All Directors will have read INDG417, guidance on 'Leading Health & Safety at Work' and this will inform our approach.

It is the Responsibility of ALL of the Management Team to:

- Ensure that suitable and sufficient strategy, resources and expertise are utilised to comply with relevant legislative requirements and to carry out all of the activities contained within this Policy.
- Effectively delegate key responsibilities to others throughout the Company to carry out Company business activities on their behalf, providing sufficient time, information, training and ongoing support to do so.
- Monitor arrangements, procedures, performance and compliance regularly to ensure that everyone is working safely.
- Ensure that everyone working on behalf of the Company is competent to do so, providing suitable Development and Certification where required.
- On starting with our Company, all Employees must receive a Company Induction covering items including: Their role and responsibilities, structure of the Company and key roles relevant to their position and emergency procedures.
- Everyone must receive an effective site induction covering: Workplace Risks, Rules, Safe Working Methods, Emergency Procedures and their own responsibilities.
- Ensure that corrective or improvement actions are taken as and when required in order to promote good practices throughout the business activities.
- Act as a "Role Model" to others, demonstrating positive safe actions, knowledge and behaviour.
- Ensure the production and issue of proportionate Construction Phase Plans, Risk Assessments (with resultant control measures), Method Statements and the provision of work instructions. This will cover all aspects of our work where significant risks may exist. It will include: Manual Handling, Hazardous Substances, Tools, Equipment and Machinery, Driving at Work, Fire and Office Premises and Work at Height. Where such information is provided by others, we will check that the information is valid and meets our needs prior to their works commencing. All such relevant information will be issued to all as part of daily and ongoing work controls.
- Ensure that all works are carried out following safe systems of work.
- Utilise the "principles of prevention" at all times as in **Appendix 1 of L153**. In summary, they are to:
 - (a) Avoid risks where possible;
 - (b) Evaluate those risks that cannot be avoided; and
 - (c) Put in place proportionate measures that control them at source.
- Have in place suitable emergency arrangements for each workplace with regular reviews of their effectiveness. These must be recorded.
- Ensure that adequate and suitable welfare facilities are provided throughout the duration of each project.
- Effectively manage, monitor and review the performance of all at work to ensure compliance and to seek continuous improvement throughout. As a minimum, an annual review of Self-Employed and Sub-Contractors must be carried out to prove effective monitoring of performance.

- When applicable, carry out due diligence to enable initial and ongoing approval of Contractors for each contract, considering previous knowledge, experience, qualifications and work done.
- Keep up to date with instructions, legislative requirements and procedures, then cascading key information to others under their control.
- Ensure the recording of accidents, incidents and near misses.
- Co-ordinate, co-operate and consult with all others involved in our work, from planning at pre-start to post completion (this includes consulting with Workers on developing safe working practices for the works they are involved in).
- Ensure that everyone shall have equal access to employment and to development opportunities with this Company - discrimination of any sort is not permitted and must be challenged if suspected.
- Do all that we can to prevent slavery and human trafficking from taking place within our directly employed workforce and our supply chain. This is done via monitoring of the workforce.
- Regularly check on the health and well being of all Employees to monitor the welfare of our team.
- For any site works, a member of the Management Team will have an oversight role - either as Site Manager or as a Visiting Manager - to review Health & Safety periodically during a project and to be a point of support and escalation for any issues arising from the works.

Supervision

- Each workplace shall have a Designated Person*/Supervisor* with day to day safety responsibilities on behalf of the Company. This includes checking that work conditions are safe, resulting in NO additional risks to any persons carrying out the works. All persons carrying out this role shall be aware of their overall responsibilities. This is done via regular support and guidance from the Management Team with additional information, support and training when identified to meet the legislative criteria.

[NB* For any site work, should we be in charge of a particular project, this person will assume the role of Site Manager unless a member of our Management Team is undertaking that role.

Each Supervisor Must:

- Ensure that Risk Assessments, Method Statements and Work Instructions provided are effective to cover the work and that all risks are effectively controlled.
- Check and maintain sufficient first aid provision, fire and emergency procedures in each workplace, reporting and taking immediate action to correct any deficiencies found.
- Maintain a record of regular weekly checks on the issue, use and condition of Tools, Equipment and Personal Protective Equipment (PPE) in accordance with the PUWER Regulations 1998.
- Ensure the effective delivery of Inductions, Briefings and Tool Box Talks - these must be recorded and kept in the workplace records.
- Assist the Management in monitoring the performance of all involved, investigating any deficiencies or non-conformities and ensuring that corrective action is taken when required.
- Liaise with the Company and Client Management and Co-Contractors regarding all workplace progress, health, safety and training matters.
- Special supervisory arrangements will be required to allow for young or vulnerable persons who may be in the work location.

Employee and Contractor Responsibilities (to Include all Site, Office and Workshop Staff):

- Everyone must co-operate fully with any arrangements made both by our Organisation and those made by our Clients on their sites or in their premises.
- All persons working on our behalf have a duty to report any breaches of this Health, Safety & Welfare Policy or any unsafe work circumstances promptly to their respective Supervisor or the Management Team. Work affected should cease until remedial action has been taken. **NB:** Anyone reporting such events will be thanked, with their concerns recognised as a positive action to benefit all.
- All persons working for the Company must promote a safe working environment to take reasonable care of themselves and all others that could be affected - in this they must ensure they do not put themselves or others at risk either by their acts or omissions and must comply with any requests or provisions put in place in the interests of health and safety.
- All working for the Company are expected to contribute to the safe working practices we use, by reporting any dangerous situations and by providing input into the development of future practices.
- We all have a responsibility to carry out our work taking into account that our workplace may be occupied premises, thus at all times work must be done with utmost consideration for Occupants and Visitors who may not be aware of the risks in the area and in particular any vulnerable persons.
- Every workplace shall have in place suitable emergency procedures to ensure the safety of all in the event of an incident - everyone has a responsibility to know what arrangements are in place and to follow them in an emergency.
- Our work must not in any way harm the environment - use and disposal of materials will follow Manufacturer's/Supplier's instructions or as indicated in the CoSHH documents.
- Workers should follow any reasonable instructions given (noting our Worksafe Policy), such as Risk Assessments and Method Statements, CoSHH Assessments and Site Rules, (including correct use of Respiratory/Personal Protective Equipment).
- Failure by anyone to act according to the Company Policies, Rules or Safe Systems of Work will lead to disciplinary action, including possible dismissal.

Sub-Contractors

- **Approved Sub-Contractors** (both Sub-Contractor Companies and Labour Only Sub-Contractors) must agree to and comply with all of the arrangements herein and have completed a "Pre-Qualification Questionnaire" document requiring them to supply proof of competence. This forms an integral part of their contract to work with us and to ensure compliance with the duties of all under the current Construction (Design & Management) Regulations. This process must be fully completed prior to starting work and then reviewed annually in order to retain the "Approved Contractor Status".
- **NB:** Scaffolding Contractors must supply additional information relating to their ability to comply with the industry expected standards of the current TG20 and SG4.

3. ADVICE AND ASSISTANCE

It is the Company's policy to have competent persons in charge of Health & Safety Matters as required by the Management of Health & Safety Regulations and act upon advice from suitably qualified persons as and when required.

The following Company lead may be contacted in this respect, **Ian Walker** on either the main office number: **01384 265888** or mobile: **07801 529537**. Or alternatively our external competent Health & Safety Advisors - Site Assessment & Training Services (SATS) Ltd: **John Sneath** on **07824 514584** or **Stephen Pearson** on **07913 607252**.

NB: For the latest information on Health and Safety Law and its application can be viewed on the Health & Safety Executive's (HSE's) website: www.hse.gov.uk. The HSE Local office can be contacted on - **0121 607 6200**.

4. RISK ASSESSMENTS, METHOD STATEMENTS (RAMS) AND PERMITS TO WORK - (Management of Health & Safety at Work Regulations 1999)

The Company shall ensure that Risk Assessments are carried out to identify, reduce and control significant hazards and risks.

Method Statements and Work Instructions will show how to complete tasks in the safest manner. We will convey information of any such matters to all Staff and others who may be affected, as part of the workplace documentation and during workplace inductions as appropriate. **NB: For minor works a combined Minor Works Plan and Method Statement. For very simple, short duration works, a Job Sheet will be used for this.**

All risk control and safe system of work documents will be approved for use by both our Management (including those provided by Sub-Contractor Companies we may use) and Principal Contractors (if we are not in control of the works). They will also be checked on site to account for changed circumstances and fully explained to our team on site during inductions, briefings and tool box talks.

Permits to Work

A Permit to Work will be Required for the Following:

- Hot works - using blowlamps or heat guns, soldering and welding.
- Entry to unsupported excavations or confined spaces (**See Confined Spaces Section**).
- Work on live electrical systems or where part or circuits remain live.
- Permits to dig where services may be nearby or when the Client requires this.
- Gas, water or underground sewer systems.
- **Work at Height where deemed to be "High Risk" or where "collective fall prevention is NOT suitable" e.g. use of harnesses, fall restraints, air bags or crash decks.**

The Permit to Work procedures must be followed in full without exception by our own Managers and the Operatives carrying out the works, including agreed sign off at completion.

Records of permits must be retained within the project files and returned to the office upon project completion.

The purpose of the above strategies is to minimise the risk of injury, ensure that safe systems of work are adopted and prevent unsafe acts.

Our working methods will use all available relevant information to guide us, including Approved Codes of Practice (ACOPs) as issued by the HSE.

All systems in place must be briefed to those involved in the work by the person in charge.

5. CONTRACTORS, CUSTOMERS AND VISITORS

Everyone working on our behalf shall be made aware of the content of this Policy and will be required to follow the rules contained herein in order to maintain safe working practices.

All Contractors shall be pre-vetted to ensure that they are competent and able to comply with all working requirements, including those covered here.

We will co-operate and communicate with all other parties involved, including Occupiers and Neighbours via regular discussions with all in the workplace and monitoring of the daily activities to allow for changing circumstances and work progress. Participation of Key Stakeholder Representatives in site meetings are a key part of these arrangements.

Customers and others in our workplaces shall be informed of any dangers associated with our work, in particular we will ensure that young or other vulnerable persons are afforded additional consideration.

Visitors must be warned of any dangers associated with the workplace upon arrival and escorted throughout. The Supervisor must be aware of who is on site at all times either via a sign in process or knowledge of attendance for very small numbers of people.

6. TRAINING AND TRAINEES - (Health & Safety at Work Act 1974 & CDM Regulations 2015)

Training and development shall be carried out as and when required to meet the Company's business needs and to ensure that all individuals have the necessary Skills, Knowledge, Experience and Training to safely and proficiently undertake their role.

New Employees and Trainees shall receive a full induction on Company Rules and Procedures. This will include any restrictions upon use of equipment or work areas. Also, as part of induction, we will undertake a full training needs analysis to identify an individual's needs against their role and arrange for any necessary training and development activities to be put in place. Inductions will cover all aspects of working for our Company (e.g. Employment Policies and Procedures, our business ethics, approach to ensuring quality and environmental aspects).

Existing Employees will, as a minimum, have an annual review of their training needs and in all cases where a change in work duties is proposed to identify any gaps that need addressing or items that need to be refreshed (e.g. for training that has an expiry or review date). To help record and manage this process, we will maintain a Training Matrix covering all Direct Employees and any regular Labour Only Sub-Contractors that we use. We will retain copies of relevant cards/certifications as evidence of competence within the constraint of the General Data Protection Regulation and Data Protection Act 2018.

As well as periodic reviews of training needs, additional support will be given as part of day to day operation:

- Workplace inductions will provide information and cover the specific rules for each workplace.
- Refreshers/tool box talks will provide periodic updates and reminders on key subjects relevant to the work being undertaken or any emerging issues.
- Structured training courses will be offered to enhance peoples' capabilities, knowledge and understanding. (NB: We would expect that everyone has a minimum of one-half day's training per year).
- Coaching and mentoring will be utilised to share existing skills and knowledge amongst our team.

7. CONSTRUCTION DESIGN AND MANAGEMENT REGULATIONS - CDM 2015

Every construction project must comply with the whole of the CDM Regulations no matter how minor or the duration.

We shall take the following actions relevant to the precise nature of each project based on the requirements of the **HSE guidance document L153** and other available guidance:-

- Ensure that the Client and Designer are aware of their duties as required by the CDM 2015 Regulations, this may involve us asking our engaged Consultants to advise them.
- NB: Should we undertake work for Domestic Clients, although they are Duty Holders, they are excused from responsibility other than to appoint a Principal Designer and Principal Contractor (if more than one Contractor is involved) or Contractor. We are expected to take on the Domestic Client duties and in the absence of an appointed Principal Designer, take of their duties* to plan, manage and co-ordinate works. *This would only apply for minor maintenance, repairs or like for like replacement works, otherwise a Principal Designer must be appointed. **We have no intention of taking on design duties as we are not Designers or Specifiers. We may offer our expert advice as constructors only.**
- Work with the Client and their appointed Principal Designer to establish the required details for Health and Safety Plans for both the Pre-Construction and the Construction Phase.
- Ensure that Form F10 has been submitted and is displayed on site when appropriate (although notification should be done by the Client or Principal Designer as they should have been involved in the project before we are). NB: When the construction phase of a project is likely to exceed 30 working days with more than 20 on site simultaneously at any stage the project, or 500 person days total time on site, then it is "Notifiable" to the HSE via an online form (F10).
- Inform the Client and their Appointed Principal Designer of any variations to the planned works at any stage.
- Ensure that we comply with organisational competency and safe working procedures throughout.
- Provide suitable resources to plan, manage, supervise and carry out the work, using people with the right skills, knowledge, experience and training to do so.

- Ensure that a proportionate* Construction Phase Plan (sometimes referred to as a Construction Phase Health & Safety Plan) is in place before works commence on site and then work in accordance with the work plan throughout. NB: Construction Phase Plans may be put in place by others - if so, we will be aware of and contribute to them (* for smaller jobs rather than our Construction Phase Plan may be in the form of a Minor Works Plan or Job Sheet).
- Co-operate and co-ordinate with all other parties involved throughout via regular communication, both formal and informal with consideration given to the planning and organisation of works.
- Upon completion of the works, provide information to be included within the Project Health & Safety File (O & M Manual) to be prepared by the Principal Designer to be passed to the Property Owner/Client.

8. ACCIDENTS, INCIDENTS AND NEAR MISSES - (RIDDER Regs 2013)

All accidents must be recorded in an Accident Report Book. These are kept in the Company premises and on construction sites.

All accidents, incidents or near misses* - including those thought of as being "minor" or dangerous in any way, are to be reported and recorded with an investigation carried out using our "Accident, Incident & Near Miss Form". Our team will be advised of the need to take photos and report what they have seen immediately after any such event. All will be required to assist with any enquiry by Company Management or other Agent involved. An initial investigation must be instigated by Line Managers within 24 hours, collating information from/regarding: Injured persons, witnesses, photos of the location, injuries and equipment involved. This will result in a formal report, to be produced or approved by our Health & Safety Advisor within 5 working days of the event. NB: Some accidents/incidents may be reportable - see Section 9.

* Incidents and near misses happen far more frequently than accidents, and although many if they happened again may have no serious consequence, others have the potential for serious injury - thus investigating them and putting in place preventative measures can help prevent the worst-case scenario occurring.

9. REPORTABLE ACCIDENTS AND DANGEROUS INCIDENTS - A Statutory Requirement

Overall responsibility resides with: **Ian Walker**.

For most types of incident, including:

- Accidents resulting in the death of any person;
- Accidents resulting in specified injuries to workers;
- Non-fatal accidents requiring hospital treatment to non-workers and;
- Dangerous occurrences.

The responsible person must notify the enforcing authority without delay. This is most easily done using the reporting online using the following link: <https://www.hse.gov.uk/riddor/report.htm#online>

Alternatively, **for fatal accidents or accidents resulting in specified injuries to workers only**, you can phone 0345 300 9923 (opening hours Monday to Friday 8.30 am to 5.00 pm).

NB: A Report Must be Received Within 10 Days of the Incident

For accidents resulting in the over-seven-day incapacitation of a worker, you must notify the enforcing authority within 15 days of the incident, using the appropriate online form.

Cases of occupational disease, including those associated with exposure to carcinogens, mutagens or biological agents, as soon as the responsible person receives a diagnosis, using the appropriate online form.

Reporting to the HSE if Out of Office Hours

The type of circumstances where HSE may need to respond out of hours are:

- Following a work-related death.
- Following a serious incident where there have been multiple casualties.
- Following an incident which has caused major disruption such as evacuation of people, closure of roads, large numbers of people going to hospital etc.

If your incident fits these descriptions ring the Duty Officer on 0151 922 9235.

Others to Inform

Outside of the HSE, others to be notified of any such accidents and incidents are: Our Health & Safety Advisor and our Company Insurers.

10. FIRST AID - (First Aid Regulations 1981)

Each workplace shall have at least one trained Emergency First Aider whose name and location shall be known to all. For work on large sites there will be an agreed number of designated qualified persons.

First aid kits are located on site as indicated during the site induction upon arrival. For works of short duration or on very small sites (e.g. domestic properties), they may be kept in the Company vehicles for works of a short duration as long as these are in close proximity to the works and if not they should be offloaded and located within the respective workplace.

Individuals have a responsibility to inform of their stock becoming low and arrangements made to replenish required items as soon as possible. Periodic checks should be undertaken to ensure that items that have an expiry date are replaced where appropriate.

Supervisors have overall responsibility for the contents being correct and of useable quality and to consider provisions in case of lone working.

11. EMERGENCY PROCEDURES - (Management Regulations 1999)

Each workplace shall have effective emergency procedures to enable safe access, escape and clear instruction for all in the event of an emergency, including ensuring unhindered access for the Emergency Services. The specific actions and procedures will be detailed within the notices placed on notice boards, documentation for each project and during inductions.

The office base arrangements are as indicated on the emergency action notices and as detailed within office Risk Assessments. All Occupants must be aware of this information.

Where the premises are shared with other Contractors or Customers, we shall agree mutually suitable emergency procedures with them and communicate this to all concerned.

The Management Team and Site Supervisors are responsible for ensuring that periodic emergency evacuations take place to check the effectiveness of these arrangements, they must keep records of the event taking place with remedial action taken if required.

12. FIRE SAFETY - The Regulatory Reform (Fire Safety) Order 2005 and The Fire Safety (Employees Capabilities) England Regulations 2010

- All Staff will receive instruction in fire prevention, emergencies and safety, including the importance of keeping a clean and tidy workplace. We will consider everyone's capabilities with regards to fire related matters whether in our workplaces as an Employee, Sub-Contractor, Co-Worker, Occupier or Visitor.
- Each workplace shall have at least one nominated "Fire Marshal/Warden" who shall monitor the fire arrangements and take the lead if an emergency arises.
- When working in workplaces controlled by our own Organisation, including our Commercial Business Office Premises, we shall carry out our own Fire Risk Assessment as required by The Regulatory Reform (Fire Safety) Order 2005. This will be reviewed annually or whenever changes to the environment or processes are to be undertaken.
- Each premises or site must have a means of raising the alarm.
- Fire alarm systems must be tested regularly.
- For our permanent premises or for sites of long duration, we will undertake at least one fire drill and record the results every 12 months.
- When working in Commercial Customers premises we shall ask them for details of their Fire Risk Assessment which they are required to have by Law - the information they provide should inform us of their emergency arrangements in the event of a fire and all precautions that they take to prevent and control fire risks, we will then use this to confirm our site arrangements, agreeing any temporary amendments required (e.g. if an escape route or muster point will be impacted by our works).
- Everyone must ensure that escape routes are kept clear and are known to all that may require their use (unless this forms part of the works and suitable alternative arrangements have been agreed and communicated).
- Fire extinguishers should be placed where there is a fire risk, and, must be periodically checked by a qualified person for suitability and be fit for purpose.

- “Hot Working” involving heat generation and the like shall be carried out in accordance with Approved Codes of Practice (ACoPs). *No work involving this shall be done within 1 hour prior to leaving the work location to reduce the risk of fire.
- Transportation and storage of gas containers and allied equipment shall be in accordance with Manufacturer’s Instructions.
- Burning of rubbish materials shall not be permitted on sites.

13. PERSONAL PROTECTIVE EQUIPMENT - (PPE at Work Regulations 1992 and Construction Products Regulation (305/2011/EU)

Our approach to selection and issue of Respiratory Protective Equipment/Personal Protective Equipment (R/PPE) are as detailed within our “**PPE Equipment Log and Standards**” document.

Items shall be provided for use as and when necessary as identified by Risk Assessments, COSHH Assessments and Work Instructions as a minimum - the selection will take into account any combination of factors workers may be exposed to when they are doing their works (e.g. products being used by others in the same workspace). Everyone is to use any equipment provided to prevent exposure to dangers.

Where applicable*, the equipment we use is CE marked as required by the Construction Products Regulation (305/2011/EU). * **NB: Not all products can have a CE marking as for some there is no harmonised standard to be tested against.**

Face fit tested P3 filtered respiratory masks shall be used for all operations when silica or metal particles will be produced e.g. when using disc cutters or when other hazardous dusts such as hardwoods and MDF are likely to be produced. We shall do all that we can to ensure that workers who will be wearing tight fitting (negative pressure) RPE masks are face fit tested and clean shaven to achieve effective protection.

PPE shall be used, treated with care, maintained and replaced according to the Manufacturer’s Guidance and above all be fit for the purpose. A register of issue will be kept and updated by Management.

Users of all such equipment shall be given instruction on proper use, storage, lifespan and limitations for each item of protective equipment upon issue and during daily monitoring of work. Where blanket Site Rules on PPE are in force, we will identify any instances where Task Specific Method Statements, Risk Assessments or CoSHH Assessments (which should take priority over blanket rules) are contradictory and we will negotiate with Site Management regarding such matters using our expertise regarding our work.

14. GENERAL WORK EQUIPMENT - (PUWER Regulations 1998; LOLER Regulations 1998 and Construction Products Regulation (305/2011/EU)

All equipment must be used for the purpose for which it was designed and used and as per the Manufacturer’s Instructions.

Users of any equipment must ensure that they are competent to do so safely and that their skills, knowledge, experience and training mean that they meet the criteria to be covered by Insurers.

Only authorised and competent Staff may use any tools, equipment, machinery or act as “Banksman”.

Equipment must only be used for the purpose and in the way for which it was designed and as detailed in the Manufacturer’s Instructions.

Where applicable*, the equipment we use is CE marked as required by the Construction Products Regulation (305/2011/EU). * **NB: Not all products can have a CE marking as for some there is no harmonised standard to be tested against.**

All equipment must be checked before use by the user for its overall condition and suitability for intended purpose. ANY DEFECTS FOUND MUST BE REPORTED IMMEDIATELY with effective action taken prior to its use.

All equipment shall be maintained in accordance with ACoPs, Manufacturers/Supplier’s instructions and normal industry practice, in particular, the following shall apply:

- **Managers and Supervisors** are responsible to ensure that daily checks are carried out by users and regular checks by Supervisors (Site Supervisor’s checks should be recorded). They will also arrange PAT testing and LOLER testing, with records kept of all inspections carried out.

NB: Equipment used and supplied by Hirers or other Contractors must also comply with the same testing requirements. This is conveyed to them via their contract terms with reminders during inductions and workplace checks.

15. MACHINERY AND PLANT - (PUWER Regulations 1998 and LOLER Regulations 1998)

RULES FOR USE: Adequate supervision and training will be provided to operators of machinery and shall be compliant with the PUWER Regulations 1998.

Specific requirements are as follows:-

- We will require proof of training and certification to meet legislative guidance as given by the HSE, Site Rules and Insurers in order to use the following: Fixed Machinery, Operating Plant and Mounting Abrasive Wheels.
- Use, refuelling and maintenance of machinery to be in accordance with Manufacturer’s Instructions and carried out by persons competent to do so in a safe designated area with appropriate bunding/spill clean-up provisions in place.
- All guards must be checked and in position before starting and using machines. *Guards must not be removed during the operation of any machinery and the machine must not be used if the guard is faulty or incomplete. Guards must be correctly positioned to suit the task.
- Hired in plant and machinery must be fit for purpose, checked, maintained and used in accordance with hire agreements. Our Staff must not accept hire items unless they have had a pre-hire check with use and retesting to be in accordance with the hire agreement.
- Driven Plant/Forklifts must be operated correctly, keeping reversing to a minimum (unless this is the safest way to move a load and is sufficiently marshalled) and only in designated areas, with beacons and warnings in use. Wherever practicable, plant and pedestrians should be kept apart, with a Vehicle Marshal used where segregation is not possible.

- All lifting equipment must have a current “Thorough Examination Certification” available at all times to prove that it is fit for use with chains and shackles similarly certificated.
- When machinery is classed as “woodworking machinery”, users must comply with the requirements of the HSE document “Training Woodworking Machinists”. Trainees may use these machines ONLY under direct supervision following sufficient training and familiarisation and with written permission stating which machines can be used. This includes: Bench mounted machinery, portable or chop circular saws, planers, routers and sanders.

16. ELECTRICAL EQUIPMENT - (Electricity at Work Regs 1989 and PUWER Regs 1998)

The fixed electrical supply within our premises must be inspected by a competent person at a minimum frequency of every 3 years with improvements made as and when required.

Routine visual inspection is required by all operatives prior to use, followed by checks on all connections, plugs and extension cables. Use of battery operated or 110-volt equipment is preferred.

Where 240-volt supply is used for portable items a residual current device (RCD) must be used at source. NB: For site work, 240-volt equipment can only be used in dry areas with Management permission.

The Management Team are responsible for ensuring that all portable electrical equipment is regularly PAT tested at between 3-12 months based on the risk as stated within Table 1 on Page 17 of HSG 107 by suitably qualified persons, any hired equipment must have been tested prior to accepting the hire agreement. Office based items will be tested every 2 years.

All plugs and/or machines should clearly have on display a label showing the date of testing with a tracking/serial number used to determine which item it is.

Dave Fellows will ensure that Company records are maintained for this and that re-testing is arranged as per HSG 107 (or earlier if items may have been damaged or misused).

* Equipment used and supplied by other Contractors or Hirers must also comply with this testing requirement. Our Management and Supervision are required to check that this is done.

17. HOUSEKEEPING AND WORK AREAS - (Workplace - Health, Safety and Welfare - Regulations 1992 and Current CDM Regulations)

Cleanliness is everyone’s responsibility. This will ensure that we operate safe systems of work. All work areas are to be regularly cleaned in order to reduce trip hazards and other accidents. RAMS will cover such arrangements, but in particular we shall always aim to minimise any dusts being disturbed into the air by removal at source as much as possible.

Waste must be disposed of in a manner which befits the materials e.g. chemical or petroleum products must be clearly marked and treated appropriately.

Storage and stacking of materials must be carried out safely, considering any Manufacturers Guidance Notes and training received.

Rest areas, canteen facilities and eating places must be cleaned daily as a minimum to ensure good levels of hygiene, with all other areas at least weekly to prevent the build-up of dust and germs with a potential for health hazards.

18. CONSULTATION AND COMMUNICATION - (Consultation with Employees Regs 1996 and CDM 2015)

We will consult, engage with and involve all persons working with us on all matters relating to Health, Safety & Welfare. This is done via daily informal contact, during inductions, meetings, briefings and training sessions.

Everyone is encouraged to discuss and have responsibility towards maintaining a happy safe workplace.

Through effective consultation and feedback we must ensure that our team fully understand all matters relating to the Health, Safety & Welfare of all. We will record key details when exchanging information between parties to ensure that we are able to prove that effective consultation takes place.

Should anyone lack the ability to understand any instructions given due to lack of ability or language skills (including those whose first language is not English), we will take positive action to correct this and ensure key information is understood on an individual basis - such actions may include one or more of the following:

- Ensure adequate time to consult with Employees where language and/or literacy may be issues so they can absorb the information and respond to you.
- Encourage Employees to express their views in their preferred language by using Interpreters.
- Ask a work colleague to interpret, although these Employees may need training if they are asked to undertake this role.
- Get information translated and check that this has been done clearly and accurately by testing it with native speakers. Tip: Make sure it is clear in English first.
- Use pictorial information and internationally understood pictorial signs where appropriate.
- Where information has to be in English, use clear and simple materials and allow more time.
- Committees and representatives should reflect the workforce they represent.
- Consider ESOL courses (English for Speakers of Other Languages) as an improved grasp of English will help communication in the workplace and on health and safety.

In all cases, we will be aware of cultural differences and take these into account when consulting Employees (e.g. there may be some Employees who do not feel able to speak up about health and safety matters).

It is everyone's duty to inform their respective Manager or Supervisor if they do not understand any instructions.

Managers and Supervisors must check to confirm that people do understand key information.

19. HAZARDOUS/DANGEROUS SUBSTANCES - COSHH (Control of Substances Hazardous to Health Regs 2002 and as Amended 2004)

The COSHH Regulations State that “any substance that could be harmful to health”, shall be treated with care and exposure or use will follow guidance within Risk Assessments.

Material Safety Data Sheets (MSDS) supplied by Manufacturers are kept on file either in the Company Offices or site files and are provided to relevant persons for information purposes. Where the MSDS indicates that any substance that may pose a “significant risk” to people during and after use, a formal COSHH Assessment must be completed to identify, minimise and control risks which also takes into account the way we use or encounter the product. A copy of the COSHH assessments relevant to any project must be available for workers to refer to.

We will review CoSHH Assessments annually to ensure they continue to reflect the current MSDS.

Everyone potentially affected must be informed of the dangers and control measures before use via briefing, instruction or tool box talk.

We insist that all Staff and others potentially affected read and understand guidance given on items purchased with labels attached prior to use.

Everyone should take advantage of such information and arrangements, in order to promote safe working.

Risks from Drug Use Equipment

We must be aware of the health risk arising from illegal use of drugs using “needles and sharps”, users leave their needles in lots of places that we could accidentally come into contact with them.

The potential consequences can lead to serious illness or even death resulting from infections.

PPE and RPE requirements for each task will be determined by the COSHH Assessments (and any relevant Method Statements/Risk Assessments) and the work circumstances (e.g. other activities taking place in the work area). Fit testing is required for the users of RPE to ensure effective protection.

The person in charge of each workplace is responsible for ensuring that COSHH information is up to date and readily available for use. NB: This information may be issued to us by Principal Contractors who supply such substances to us.

20. ASBESTOS - (Control of Asbestos Regulations 2012)

All of our team who may come into contact with Asbestos Containing Materials (ACMs) will receive awareness training on an annual basis to meet the Regulations and HSE Training document em2.

Where Asbestos may be Present in our Own Commercial Premises

For our own premises, under Reg 4 of the Control of Asbestos Regulations, we shall ensure that a Management survey has been carried out and an Asbestos Management Plan has been put in place. Any construction or refurbishment carried out on the building will require a Refurbishment and Demolition Survey to be carried out, prior to works commencing. We will make all such information available to anyone who is due to undertake such works. Regular checks are to be carried out on all known ACM's by an appointed person (minimum annually) and the Asbestos Register kept updated with all occurrences involving ACM checks and removal.

Potential Asbestos on Site

Should we suspect that ACMs may be present on site, and as a matter of course for any building constructed prior to 2000, we will ask Commercial Clients to provide us with confirmation that they have carried out an appropriate survey (normally a Refurbishment Survey) by a competent person* and to provide us with details of the findings; we will use this to guide us in our work.

* Selection of an Asbestos Surveyor will require the Surveyor to be UKAS accredited under testing and inspection with due diligence checks on the Person's/Company's' example qualifications (BOHS P402) and references to carry out the task.

Should we plan to carry out work for Domestic Clients on pre-2000 buildings, the following shall apply:

Our Management will carry out their own inspection using their own knowledge, if any suspect items are found we will report this to the Client/Tenant. We will then take action as below taking advice from our Safety Advisor, Asbestos Surveyor or use laboratory testing results to guide us.

None of our workers will be permitted to undertake any works ACMs unless we have confirmed that the works are Non-Licensed, the Operatives concerned have received the relevant training to undertake non-Licensed works and all necessary controls are in place. When planning our works, we will factor in the 14 day minimum lead in for the notification of any licensed removal works to the HSE.

Emergency Procedures - The Following Will Apply in ALL Circumstances:

Should we suspect or find asbestos based products in existence in any workplace, we must treat the material as if it is asbestos until a Licensed Expert has assessed the material and a safe method of work is established to deal with it. In such situations we will follow Asbestos Essentials EM1, THE MATERIAL MUST BE LEFT UNDISTURBED - access to the area MUST be prevented to all except Appointed Personnel (Non-Licensed trained people (for lower risk asbestos works) or Accredited Licensed Contractors (for other higher risk works). A project briefing will be given to inform everyone of the dangers posed and the arrangements put in place to deal with it, and we will advise the Client, Principal Contractor and others who may be impacted as soon as possible.

Actions on The Accidental Release of Asbestos Fibres

Emergency arrangements will be invoked for the site:

Stop work, prevent access to affected area and further spread of dust, if safe to do so, by sealing all possible means of dust transfer including shutting off aircon systems and paying particular attention to ceiling voids. Set up decontamination area, segregate those exposed and carry out full decontamination, removing all items of clothing and placing in asbestos waste bags, issue individuals in Asbestos Cat 2 overalls. Unless advised it is unsafe for them to remain on site, do not allow them to leave site until Investigators/Regulatory Bodies have completed their investigations, carry out investigation of dangerous occurrence and be prepared to complete RIDDOR Report as a Dangerous Occurrence. A survey is to be carried out on the area to identify the materials exposed. Duty Holders should be prepared for the possible requirement for a Licensed Asbestos Contractor to carry out removal works. (NB: In normal circumstances there is a minimum 14 day notification requirement for licensed works). A record should be kept of anyone who is likely to have been exposed to fibres and this information should be passed on to the Company's Insurers.

NB: If Emergency Services are called to a site incident involving contamination of asbestos they are to be informed at the time of call if possible or at the latest on arrival, to enable them to protect their own Staff in carrying out their duties.

21. WORKING WITH LEAD CONTAINING MATERIALS - (Control of Lead at Work Regulations 2002)

Lead can be a hazardous substance if absorbed, handled or if fumes are breathed in. When the planned work may produce lead dust, fume or vapour we are most at risk.

This can include:

- Removing, cutting, dressing and welding of lead sheeting.
- Blast removal and burning of old lead paint finishes.

Should our work involve such work we shall take the following steps:

- Assess the risks to health to see if it is likely to be significant, if so the resultant control measures will be used to determine safe work practices.
- Use the HSE document - "Lead & You INDG305" and the "ELSIA - Leadworker Safety" document to guide us in formulating a safe system of work to prevent any exposure to our Staff or other who may be affected.
- Share all relevant information with people who may be affected by explaining the specific work arrangements prior to starting the work.
- Monitor compliance and check if there are any ill health effects.
- Remind our Employees of the need to wear the appropriate PPE/RPE and ensure they wash all exposed skin after any potential contact with lead containing materials.

NB: This type of work is a very rare occurrence as we normally refinish such surfaces without removing or disturbing the integrity of the old paint.

22. USE OF LPG, GASES, FLAMMABLE LIQUIDS & COMPRESSED AIR - (Dangerous Substances & Explosive Atmospheres Regs 2002)

LPG, Gases and Flammable Liquids

- Transportation and storage of Gas Containers and Flammable Liquids will be in accordance with Manufacturer's Instructions, away from heat and sources of ignition.
- Use shall be controlled by Method Statements, Site Rules and Permits to Work.
- Stored containers must be kept upright, with adequate ventilation and in limited quantities.
- Storage must be secure to prevent misuse or unauthorised access, with gas bottles stored outside within a locked cage when not in use.
- All joints, pipes and installations will be inspected regularly for defects, with pressure tests carried out and purging of pipes to remove fuels before any parts are removed or for storage.
- Qualified Engineers must carry out inspection and maintenance works as required by Regulations and Manufacturer's Instructions.

Work Near to Gas Installations

- During pre-start surveys by Management, we shall identify pipework and appliances that are near our work with the intention of preventing any contact or disturbance which could damage items or release gas.
- Should we accidentally damage pipework or appliances, it must be reported immediately with urgent action taken to take corrective measures by a registered Gas Safe Engineer and taking advice from the local Gas Supplier Network.

NB: Such incidents must always be recorded with advice sought from SATS Ltd who will advise if the event must be reported to the HSE and assist with an investigation into the circumstances to put in place preventative actions.

Compressed Air Use

- The same storage, inspection and maintenance arrangements apply as above.
- Users must also be aware of the dangers of the release of pressure and the risk of personal injuries in case of misuse.

NB: Compressed air should not be used for cleaning up of wood and construction dust.

23. MANUAL HANDLING - (Manual Handling Regulations 1992)

Wherever possible all shall use mechanical means to lift loads. When Manual Handling is required, then Safe (Kinetic) Lifting techniques are to be utilised at all times as instructed.

Individuals **must not** risk injury by lifting weights exceeding their own capability.

When handling items with a potential to cause cuts and abrasions, suitable gloves must be worn - correct gloves will also aid grip and reduce stress to the hands from repetitive actions.

Training will be provided within tool box talks to cover all aspects of Manual Handling with regular reminders given during briefings.

All Site Staff will receive a formal training session delivered by our Health & Safety Advisor or other competent expert - this shall include reference to the control measures within our Manual Handling Risk Assessment (which will be reviewed for each project).

24. WORKING AT HEIGHT - (Work At Height Regulations 2005)

Defined as: “work in any place, including a place at or below ground level, or obtaining access to or egress from such a place, while at work, except by a staircase where, if suitable measures were not taken, a person could fall a distance likely to cause personal injury”.

All Work at Height MUST follow the hierarchy of control within the Work at Height Regulations - the first key point is to “avoid work at height wherever possible”.

In order for Work at Height to be controlled effectively, all of our Construction Site Team must be aware of, understand and follow Risk Assessments, Method Statements and our “**Work at Height Standards and Procedures**” document.

Permits to Work may also apply when the work is likely to affect others in the workplace.

These documents inform all of our safe working arrangements, use of equipment and competency in order to minimise the risk of falls.

In addition to the above we will specifically:

- Properly plan and proactively manage all work where a fall from height is possible.
- Use work equipment and other measures to prevent falls.
- Ensure that persons do not reach out or over-stretch whilst at height.
- Limit items being carried to keep one hand free at all times when climbing ladders or inclines.
- Observe site rules regarding the choice and use of equipment.
- Mitigate distances and consequences of falls by using equipment or other measures to limit potential harm should a fall occur.
- Collective fall prevention systems shall be used in preference to individual measures.
- When scaffolding is required, we shall take all reasonable steps to ensure that it is correctly ordered (e.g. by specifying the anticipated use), erected and dismantled in accordance with the current versions of TG20 (Design & Compliance Standards) and SG4 (Scaffolders Working Practices). NB: All Scaffolders must declare compliance with TG20 and SG4 within their work plans and RAMS.
- Ladders are a means of gaining access or for work of a short duration of time only.
- Ladders must be used correctly, at the correct angle, on a suitable surface and checked regularly for defects - any defective equipment must not be used in any circumstances.

- All Work at Height equipment shall be used only for the purpose and in the way for which it was designed and inspected by the user prior to use, with regular weekly inspections carried out and recorded by a “competent person” in accordance with regulatory or industry standards as a minimum. Supervisors must do likewise at the start and end of each shift, also checking that unauthorised use is prevented at all times.
- As part of site closure each day, we will ensure that access points to height (e.g. ladder access to scaffolds) are secured to prevent unauthorised access.

25. WORKING IN CONFINED SPACES - (Confined Spaces Regulations 1997)

Work in confined spaces is infrequent during our routine activities. However, where this is identified as a significant risk, work shall be planned in order to ensure that a safe system of work is in place and known to all who may be at risk.

The following specific actions must take place:

- A Supervisor must have agreed a plan of works based upon a Risk Assessment with operatives involved before work begins and issue a “Permit to Work”. The Permit will show that an effective emergency procedure/means of escape is in place and check that all are competent to do the work.
- The work area must be checked before and after each shift for any increased hazards and changes in site conditions, with work stopped if risks are unacceptable.
- Work in sewers, drains, excavations or areas where animals (particularly rats or cattle) may have been are a high risk due to the potential for disease. The safe system of work will include the prevention of bodily contact with any material in the vicinity and regular washing/disinfecting of hands.

26. WELFARE - (Workplace - Health, Safety and Welfare - Regulations 1992 and CDM 2015)

The wellbeing of all is vital, our workplaces will have suitable facilities to ensure the Health, Safety & Welfare of all at work. Specifically, all should have access to: Clean toilets, washing facilities, hot and cold running water, drinking water, rest places, a dry place to shelter, and, where workers have to wear special clothing for the purposes of their work and cannot be expected to change elsewhere, a changing room will be provided.

Suitable arrangements must be made to accommodate any disabled Employees, this will be addressed on an individual basis.

* Such facilities are sometimes provided by our Clients or others as agreed within the contract for construction sites.

Delivery drivers must have access to welfare facilities in the premises they visit as part of their work. We will provide reasonable access to toilets and handwashing facilities.

27. YOUNG (INEXPERIENCED) PERSONS AT WORK - (Health & Safety at Work Act 1974)

Special care and consideration will be made to allow for young inexperienced people in the workplace, for those employed by us and those who are in the immediate vicinity.

Specifically, we shall:

- Ensure that continuous supervision is given by responsible persons.
- Restrict access to certain areas, equipment and machinery until sufficient training and familiarisation has been carried out.
- Carry out separate Risk Assessments to cover the work to be done by young persons.
- During training, we shall tell them about the risks to their health and safety identified by the assessment and the measures put in place to control them.

28. CONSTRUCTION SITE SPECIFIC ARRANGEMENTS - CDM 2015 & Management Regs 1999)

All work must be properly surveyed, planned and carried out using all available knowledge and expertise. As such all levels of Management and specialist advice will be used in order to control operations.

This requires allowing sufficient time to prepare, notice of start on site, research and sharing of information to enable works to be delivered safely.

The quality of detailed Pre-Construction Information (PCI) gathered during our initial enquiries will have a direct impact on the success of delivery, thus our Management must be thorough in their attention to detail, requesting and collating key information.

Site Controls and Security: Every construction site or premises we work on will be “deemed to be within our control” once we have taken possession by starting work. As such we will be responsible for the safety and security of everyone who is on site or within the vicinity during work times and when unoccupied. Our work plans will describe how we are to control these aspects, including: hoardings, fencing, management actions and inspections required.

Other Arrangements: In addition to the other matters within this Policy, the following may be applicable:

- Occupied premises.
- Work over or near to power lines, overhead obstructions, over or near to water e.g. canals, rivers or streams or breaking ground with potential hidden services.
- Work in public areas, highways and affecting neighbouring facilities.
- Potential for disease caused by contaminated land, structures or waste products.
- Historic buildings or protected land - permissions and licences to be sought.
- Areas subject to subsidence or omitting gases e.g. mine workings or near waste tips leaking methane etc.
- Vulnerable people or children in the workplace - Disclosure and Barring Service (DBS) (formerly CRB) checks are likely to be required.
- High security premises requiring government security clearances.
- Protected species of plant or animals.

- Preventing spread of plants and environmental hazards such as Japanese Knotweed.

Should any such issues be prevalent, then we must include them within our written work plans to be shared and where appropriate gain permission from any authorities prior to starting the work. Any Permits obtained must be displayed for all involved to see.

29. Health and Safety (DISPLAY SCREEN EQUIPMENT) - (1992 Regs, Amended 2002)

Use of such equipment must be in accordance with the regulations. This means that an assessment will be made of the work station area, seating and lighting to ensure that users do not suffer any ill health resulting from the use.

Regular users will also be required to have their eyesight tested on an annual basis. Continuous use shall also be restricted to a maximum of 2 hours. Users must take regular breaks from “screen work” of 10 minutes per hour, for example by undertaking other work.

30. HEALTH SURVEILLANCE - (Management Regulations 1999)

Everyone has a duty to look after themselves whilst at work. To fulfil this objective, should any person suspect that they are suffering ill health in any way resulting from any work activity, it must be reported immediately to a Supervisor or Manager. This will then be investigated urgently with remedial action taken and recorded.

On joining, new Employees will be asked to complete a document with questions relating to their previous and current state of health. The results will be used to assess their suitability for the intended work and if they may suffer any ill health from tasks whilst in our employment.

On an annual basis, a questionnaire will be sent to all Staff to ascertain if any health-related issues are affecting them. This will cover what we consider to be “Safety Critical” to their role as well as stress and other “Well Being” topics.

Responses will be assessed with remedial action taken if required.

In order to reduce the risks to our people, all must follow the risk control measures within Risk Assessments and Method Statements. In addition to this we shall use low risk substances as much as possible.

For certain works involving regular heavy lifting, excessive noise, exposed to high risk processes or chemicals, or of a repetitive nature, we may require Employees to undertake an additional, more formal health check. (NB: this may also apply for anyone returning to work after a long period of illness and/or still receiving medication that may have an impact on the safe undertaking of their normal duties - this shall be determined during a “Return to Work Interview” conducted by a Manager).

31. MONITORING OF COMPLIANCE AND SAFETY - (Management Regulations 1999 and CDM 2015)

In order to check that we are working safely and that our arrangements are effective we shall monitor our activities regularly.

We do this via:

- Our recruitment procedures will include undertaking mandatory checks on eligibility to work in the UK under the Immigration, Asylum & Nationality Act 2006 and as a Company we condemn human trafficking and will report any suspected cases to the proper authorities. Those in our Supply Chain will be required to meet these requirements.
- Providing regular support to our team on safe working, including ongoing daily contact.
- Managers and Site Supervisors shall complete regular supervisory checks with any corrective or improvement actions taken urgently. Resultant actions will be reviewed by Company Management to ensure that improvements are put in place. (NB: Our checks will usually cover other aspects such as quality of works and environmental factors as well as Health and Safety).
- Sub-Contractors and Self-Employed people will be subject to an annual review to monitor their performance over a range of compliance matters. Once done each Contractor is to be issued with a copy of the review as well as the “Terms & Conditions” they must comply with.
- Obtaining feedback from our Customers throughout projects.
- Health & Safety compliance and improvements will be an agenda item for all site meetings with any improvements put in place following consultation with our Health & Safety Advisor.
- Periodic safety audits to be carried out by our engaged NEBOSH Qualified Advisors **SATS Ltd**. Identified improvements shall be undertaken with the required level of urgency and our team briefed via tool box talks on corrective actions put in place.

IN CASE OF VISITS FROM THE HSE

- During our works, it is possible that we may receive a visit from an Inspector from the HSE. In these cases, the Inspector should provide proof of identity, and then be signed into site. They should be offered a brief induction to the site and then accompanied by our Site Manager/Site Supervisor. The relevant Company Manager overseeing the project should be notified of the visit as soon as possible. We should do our best to co-operate with the Inspector’s requests but if we do not know the answer to a specific question be honest about this and offer to find out the answer at our earliest opportunity.

32. NOISE AT WORK - (Control of Noise at Work Regulations 2005)

We will take all reasonable steps to prevent excessive noise from affecting both our own Staff and others nearby.

At certain limit values specific action must be taken related to:

- The levels of exposure to noise of our Employees averaged over a working day or week.
- The maximum noise (peak sound pressure) to which Employees are exposed in a working day.

Lower Exposure Action Values:	<ul style="list-style-type: none">• Daily or Weekly Exposure of 80 dB(A)• Peak Sound Pressure of 135 dB
Upper Exposure Action Values:	<ul style="list-style-type: none">• Daily or Weekly Exposure of 85 dB(A)• Peak Sound Pressure of 137 dB
Levels of Noise Exposure Which Must Not be Exceeded:	<ul style="list-style-type: none">• Daily or Weekly Exposure of 87 dB(A)• Peak Sound Pressure of 140 dB.

We will take the following steps:

- Know of the DbA - decibel rating for each tool or machine being used and ensure that we control any risk as in the points below.
- For noise, **up to 85 DbA** we will prevent unnecessary contact with the noise and suggest the wearing of hearing protection for those in the work area - including non-users of equipment.
- For noise **over 85 DbA** we shall look for an alternative method of working if possible, if we cannot provide this then hearing protection **MUST BE WORN WITHOUT EXCEPTION** and this protection must be sufficient to reduce the noise level to below 85db.
- When purchasing machinery, we shall consider noise levels produced.
- We shall continuously monitor our team for any potential hearing damage caused by noise at work, taking preventative action if we believe that the risk is unacceptable. NB: We may provide periodic hearing tests for people who are regularly exposed to high levels of noise. Decisions regarding this will be taken based on advice received from our Health & Safety Advisor or Occupational Health experts.
- When operating in sites with other Occupants or Neighbours nearby, we will agree our working hours with restrictions for when noisy works can be undertaken (this includes deliveries with reversing alarms unless 'white noise' alarms are used to reduce the noise impact).

33. VIBRATION - (Control of Vibration at Work Regulations 2005)

The Company shall assess the risks to Employees from vibration at work, based upon our knowledge, Risk Assessments and "Vibration Safety Guides".

The following action will be taken:

- Introduce a programme of controls to eliminate risk, or reduce exposure to as low a level as reasonably practicable.
- Carry out health surveillance to those Employees who continue to be regularly exposed above the action values or otherwise continue to be at risk.
- Provide Employees with information, instruction and training on health risks and the actions to be taken to control these risks.
- Consult with Employees and experts on ways to control risk and provide health surveillance.

- Utilise a system of regular rotation of use of tools and equipment with agreed time limits on continuous use or use in one working shift (NB: Agreed time limits may be reduced if working in cold or damp conditions).

High Risk Employees are those who regularly operate:

- Hammer action tools in excess of one hour per day.
- Rotary and other action tools in excess of two hours per day.

Medium Risk Employees are those who regularly operate:

- Hammer action tools in excess of 15 minutes per day.
- Rotary and other action tools in excess of one hour per day.

34. STRESS AT WORK - (Management Regulations 1999)

The Health and Safety Executive defines stress as ‘the adverse reaction people have to excessive pressure or other types of demand placed on them’. This makes an important distinction between pressure, which can be a positive state if managed correctly and stress which can be detrimental to health.

The effects of long-term stress can be seen in physical, intellectual, emotional and behavioural signs.

In order to reduce the possibility of stress causes and their effects Managers shall be aware of and carry out the following:

- Conduct and implement recommendations of Risks Assessments within their control.
- Ensure good communication between Management and Staff, particularly where there are organisational and procedural changes.
- Ensure that Employees and Sub-Contractors are fully trained to carry out their duties.
- Ensure Staff are provided with purposeful developmental opportunities.
- Monitor workloads to ensure that people are not overloaded.
- Monitor working hours and overtime to ensure Staff are not overworking.
- Monitor holidays to ensure Staff are taking their full entitlement.
- Attend training as requested in good Management practice and health and safety.
- Ensure that bullying and harassment are not tolerated within their jurisdiction.
- Be vigilant and offer additional support to a member of Staff who is experiencing stress outside of work e.g. bereavement or separation.

35. COMPANY VEHICLES - (Road Traffic Act)

We aim to manage occupational road risk in our Company by: providing safe and reliable vehicles and effectively planning the journeys they take to minimise the risk to our workforce, in terms of hours being driven and driver tiredness. Only authorised people are to drive or be in charge of Company vehicles and the vehicles should only be used for agreed purposes. Everyone authorised must ensure that they have a current valid driving licence meeting the conditions of our Insurers.

Each person is responsible for informing the Management if for any reason a change in circumstances means that they may not meet this criterion. Regular checks will be made by the Company to ensure that key information regarding this is up to date.

* Immediate compliance with such requests is an absolute must to maintain Insurance cover.

Drivers have a duty to make sure that vehicles are checked, cleaned and maintained regularly to ensure that the vehicles are roadworthy and serviceable. Drivers must also inspect loads for safety and to prevent their movement during transit to avoid overloading or slippage.

We have breakdown cover in place and details will be kept in each vehicle and drivers are to call our providers rather than attempting to undertake any repairs themselves.

The following are prohibited:

- The use of mobile handsets whilst driving;
- Smoking in Company vehicles;
- Driving whilst under the influence of drugs and/or alcohol.

All drivers and occupants must comply with all relevant road traffic regulations.

36. LONE or LATE WORKING, PERSONAL SAFETY - (Management Regulations 1999)

Some of our projects may be undertaken by small teams or individuals working alone, and as such we take very seriously the risks associated with working remotely and without assistance from a colleague if needed. We shall take the following actions to control risks:

- Only competent people may work alone with an agreed emergency action plan in place.
- All are to be made aware of the risks, working practices and safe systems of work involved through instruction and giving of information. This will include: Lone Working Risk Assessment (including access to First Aid), job specific work instructions and daily Management support.
- An agreed method of maintaining regular contact must be in place between operatives and supervision, usually via mobile phones. This is not always possible as some areas have no signal, in such cases we shall visit where possible and use landlines if available.
- No "High Risk" work shall be undertaken by Lone Workers or for Work at Height whereby help may be required in an emergency.
- Consult with our team regularly to ensure that no one feels at risk.

37. NON-CONSTRUCTION WORKPLACES - (Workplace (Health, Safety and Welfare) Regulations 1992)

All aspects of the workplace shall be carefully managed to ensure that everyone who works for us as an Employee, Sub-Contractor or as a Visitor shall be safe from injury or ill health. This covers: Design, Management, Monitoring and Maintenance via positive Management and supervision with continuous vigilance by everyone.

The following aspects are to be considered:

- Premises including: Buildings, car parking, access and egress routes, stairways, furniture, temporary and permanent fixtures and fittings.
- All equipment, machinery and services provided by our Organisation or by others.
- Any steps, inclines or other potential hazards will be identified with actions taken to draw attention to inform people of them, considering any special arrangements for people with mobility, sight, hearing or other sensory issues.
- Provision for heating to maintain a suitable temperature for the type of work and sufficient lighting.
- Provision of welfare facilities to include: Washing, drinking water, heating and eating of food, changing and secure place to store personal items during work time.

38. ELECTROMAGNETIC FIELDS - (Control of Electromagnetic Fields at Work (CEMFAW) Regulations 2016)

Electromagnetic Fields (EMFs) at different frequencies affect the human body in different ways, causing sensory and health effects.

As required by the CEMFAW Regulations, we will:

- Assess the levels of EMFs to which your Employees may be exposed.
- Ensure that exposure is below a set of exposure limit values (ELVs).
- When appropriate, devise and implement an action plan to ensure compliance with the exposure limits.
- When appropriate, assess the risks of Employees' exposure and eliminate or minimise those risks, giving particular attention to those most at risk, such as expectant mothers and workers with active or passive implanted or body-worn medical devices.
- Provide information and training on the particular risks (if any) posed to Employees by EMFs in the workplace and details of any action we are taking to remove or control them.
- Take action if Employees are exposed to EMFs in excess of the ELVs.
- Provide health surveillance or medical examination, as appropriate.

39. TEMPORARY WORKS (Code of Practice BS5975: 2008 "Code of Practice for Temporary Works Procedures and the Permissible Stress Design of Falsework" and CDM 2015)

"Temporary Works" is a widely used expression in the construction industry for an "engineered solution" used to support or protect an existing structure or the permanent works during construction, or to support an item of plant or equipment or the vertical sides or side-slopes of an excavation, or to provide access. The construction of most types of permanent works will require the use of some form of temporary works.

Examples of temporary works include, but are not limited to:

- Earthworks - trenches, excavations, temporary slopes and stockpiles. Structures - formwork, falsework, propping, façade retention, needling, shoring, edge protection, scaffolding, temporary bridges, site hoarding and signage, site fencing, cofferdams.
- Equipment/plant foundations - tower crane bases, supports, anchors and ties for construction hoists and mast climbing work platforms (MCWPs), groundworks to provide suitable locations for plant erection, e.g. mobile cranes and piling rigs.

For any such works under our Control, we will:

- a) Put in place effective arrangements for controlling risks arising from the use of temporary works, which will contain most or all of the following elements:
 - Appointment of a Temporary Works Co-Ordinator (TWC).
 - Preparation of an adequate design brief.
 - Completion and maintenance of a temporary works register.
 - Production of a temporary works design (including a design Risk Assessment and a Designer's Method Statement where appropriate).
 - Independent checking of the temporary works design.
 - Issue of a design/design check certificate, if appropriate.
 - Pre-erection inspection of the temporary works materials and components.
- b) Put in place control and supervision of the erection, safe use, maintenance and dismantling of the temporary works - i.e. procedures to:
 - Check that the temporary works have been erected in accordance with the design and issue a formal "permit to load" where necessary.
 - Confirm when the permanent works have attained adequate strength to allow dismantling of the temporary works and issue a formal "permit to dismantle" where necessary.
 - The procedure should include measures to ensure that the design function, the role of TWC and Temporary Works Supervisor(s) where appropriate, are carried out by competent individuals.
 - Smaller Contractors may not have the experience to operate their own temporary works procedure and may need to obtain external expertise. It is also common for large and medium Contractors to outsource aspects of temporary works design and Management.

40. PROHIBITED ACTIONS

- Anyone ignoring or not following correct working methods, safe working documents or work instructions.
- Not adhering to this Policy and other Company Rules.
- Anyone putting themselves and others at risk.
- Using tools, equipment or machinery without proper safeguards.
- Leaving tools, equipment or machinery in an unsafe condition or able to be used by unauthorised persons.
- Failing to use R/PPE when required by Site Rules, Method Statements, Risk or COSHH Assessments.
- Misappropriation of or deliberate damage to Company Property (including R/PPE).
- Failure to report incidents, accidents or near misses to us immediately.
- Failing to maintain workplace security thus allowing unauthorised access.
- Personnel being transported without proper seating or wearing safety belts.
- Drinking alcohol or being under the influence of alcohol whilst at work, including being in charge of vehicles/machinery during the course of work that could increase risks to anyone.

- Taking any drugs or substances that are illegal or may affect the ability of persons to work safely. Where medications are prescribed by a Doctor, the individual must check whether any potential side effects may affect their ability to work and notify their Supervisor before starting work. NB: Random drug and alcohol tests may be carried out by some of our Clients. Everyone must comply with this upon request.
- Using personal audio and personal mobile phones that may cause distractions or a lack of awareness in the workplace.
- Wearing of loose, ill-fitting clothing or inappropriate jewellery items that could pose a risk to safety or offence to others.
- Driving any Company vehicle if any recent event may lead to the loss of insurance cover or no longer being legally entitled to drive.
- Failure to inform the Company Management of any matter that may compromise the good name and reputation of the Company.
- Use of equipment for any purpose for which it was not designed.
- Acting or behaving in a manner that is non-compliant with legislation e.g. horseplay or causing offence to others in the workplace.
- 'Bombing' - the uncontrolled throwing or tipping of materials from height.
- Smoking in an enclosed area of any workplace - smoking must be in defined areas only.

NB: Disciplinary action may be taken for any failure to follow Company Policy, procedures, rules or for failing drug and alcohol tests.

For serious non-compliance or if found to be involved in prohibited actions, immediate suspension or summary dismissal may result.

41 - Log of Review and Amendments to the Company Policy

Filename, incl. version	Sections amended (<i>note minor wording changes are not detailed</i>)	Issue date	Issued by
Health, Safety & Welfare Policy 02.12	Amended various sections with minor changes.	03/02/12	SATS Ltd
Health, Safety & Welfare Policy 01.13	Amended sections on RIDDOR, asbestos with other minor changes.	17/01/13	SATS Ltd
Health, Safety & Welfare Policy 04.14	Amended sections for Permits, RIDDOR 13 and Consultation with other minor amendments. New sections added to cover: Lead based Materials, Construction Site Specific, Stress at Work, Log of Review section.	03/06/14	SATS Ltd
Health, Safety & Welfare Policy 12.14	Amended sections: RIDDOR, Asbestos, Work at Height and number of other headings linked to regulations with other minor changes to various other sections.	02/12/14	SATS Ltd
Health, Safety & Welfare Policy 06.15	Amended sections for CDM 2015 as well as other minor changes to various sections.	02/06/15	SATS Ltd
Health, Safety & Welfare Policy 05.16	Annual review of Contractors within Sections 2 and 30 added, additional scaffolder controls added within Sections 2 and 24. Timescales for incident reporting added in Sections 8 and 9. Reference to need to be clean shaven in Section 13. PAT testing frequencies as defined by HSE guidance. Insertion of new Section 22 - Use of LPG, Gases, Flammable Liquids and Compressed Air. Specific reference to the Manual Handling RA within Section 23. Additional bullet added to Section 31 regarding checks on eligibility to work in the UK and Human Trafficking. Additional details added to Section 32 regarding monitoring of noise affects. Change of order for Sections 38 and 39.	18/05/16	SATS Ltd
Health, Safety & Welfare Policy 09.16	Update to reflect revised organisational structure and key responsibility holders.	23/09/16	SATS Ltd
Health, Safety & Welfare Policy 09.17	Reference to the Company Equal Opportunity, Harassment & Bullying Policy - including Modern Slavery Statement on Page 1. Reference to Slavery & Human Trafficking in Section 2. Section 12 - added: The Fire Safety (Employees Capabilities) England Regulations 2010 with additional arrangements in Paragraph 1. New Section 37 to cover non-construction workplaces.	25/09/17	SATS Ltd
Health, Safety & Welfare Policy 10.18	Section 8 - Additional text re incidents and near misses. Addition to Section 13 PPE to give approach where blanket rules are imposed on site. Section 19 - Additional content re risks from drug use equipment. Section 22 - Additional content re working close to gas installations. Section 35 - Additional reference to Occupational Road Risk. Insertion of new Section 38 to cover Electromagnetic Fields.	01/10/18	SATS Ltd
Health, Safety & Welfare Policy 10.19	Section 2 - Additional text stating that Directors will have read INDG417. Section 6 - Additional text to provide more detail on our approach to the management of training and development needs. Section 20 - Update to Asbestos section to include additional content for Premises reporting under RIDDOR in case of accidental release of asbestos fibres. Section 31 - Additional bullet regarding what to do in case of an HSE visit.	03/10/19	SATS Ltd
Health, Safety & Welfare Policy 10.20	Section 9 - Update to RIDDOR reporting timeframes. Sections 13 and 14 - Additional statement regarding the Construction Products Regulation (305/2011/EU). Section 18 - Additional content for people who may have difficulty understanding English instructions. Section 32 - Additional bullet regarding restricting noisy works at certain periods. Section 35 - Additional content re prohibited actions. Section 39 - New section on Temporary Works.	07/10/20	SATS Ltd
Health, Safety & Welfare Policy 07.21	Updated organisational chart.	12/07/21	SATS Ltd

42 - LOG OF ISSUE

THE **WOODCRAFT JOINERY LTD 2020-2021** HEALTH, SAFETY & WELFARE POLICY DOCUMENT HAS BEEN GIVEN TO THE FOLLOWING PERSONS TO READ AND CONFIRM THEIR UNDERSTANDING OF THE CONTENT:

NB: Each Person is Expected to Ask Questions, Particularly if There is Anything They Do NOT Understand

Name	Signature	Date

A record of the issue of this document will be kept of file in the office