

## HEALTH & SAFETY POLICY

The purpose of this policy is to communicate the commitment of our Board of Directors and senior management team to the promotion of a culture of safety at all levels within the company. We recognise our responsibility as an employer for ensuring the occupational health, safety and welfare of our employees and for all other parties, including sub-contractors, who may be involved in or affected by our business activities.

Health and Safety will never be compromised for other business objectives and employees will never be expected to carry out any activity deemed to be unsafe.

Our overall aim is to grow the company, whilst providing a quality service to the highest professional and ethical standards that meet client's needs while ensuring safety in the workplace and protection of the environment. We will achieve this by;

- operating registered management systems to the latest *ISO 9001, 14001 and BS 18001 Standards*.
- providing premises, vehicles, plant and equipment that are maintained, safe and without risk to health in accordance with legislation, guidance and industry best practice,
- providing all employees with an appropriate level of supervision, training, information, instruction and guidance to enable them to perform their roles in a safe manner,
- carrying out risk assessments, introducing control measures and co-operating fully with others who may be affected by our activities, to protect the health, safety and welfare of all those affected,
- creating feedback procedures to report and record all accidents, incidents and near misses,
- communicating and raising awareness of the aims of this policy to staff, customers, sub-contractors, suppliers and the public.
- generating a positive direction, approach and culture towards health, safety and welfare throughout the company,
- establishing and maintaining consultations, communications and dialogues with all its employees and stakeholders for the benefit of mutual collaborative and continual improvement,
- encouraging employees to report any hazards, defects or concerns through the feedback system,
- reminding employees of their legal duty to act safely and of their commitment to work within the policies, procedures and any specific safety instructions set out by the company.

Employees and all other parties who may be involved with our business activities are expected to fully co-operate with our management team in all health, safety and welfare matters. Serious or repeated contraventions of this and other policies will result in disciplinary procedures being implemented as appropriate.

We will review this policy at least annually, to ensure continuous development and improvement, and copies will be provided to all employees prior to commencement of their employment, annually and after any significant changes.

Signed



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