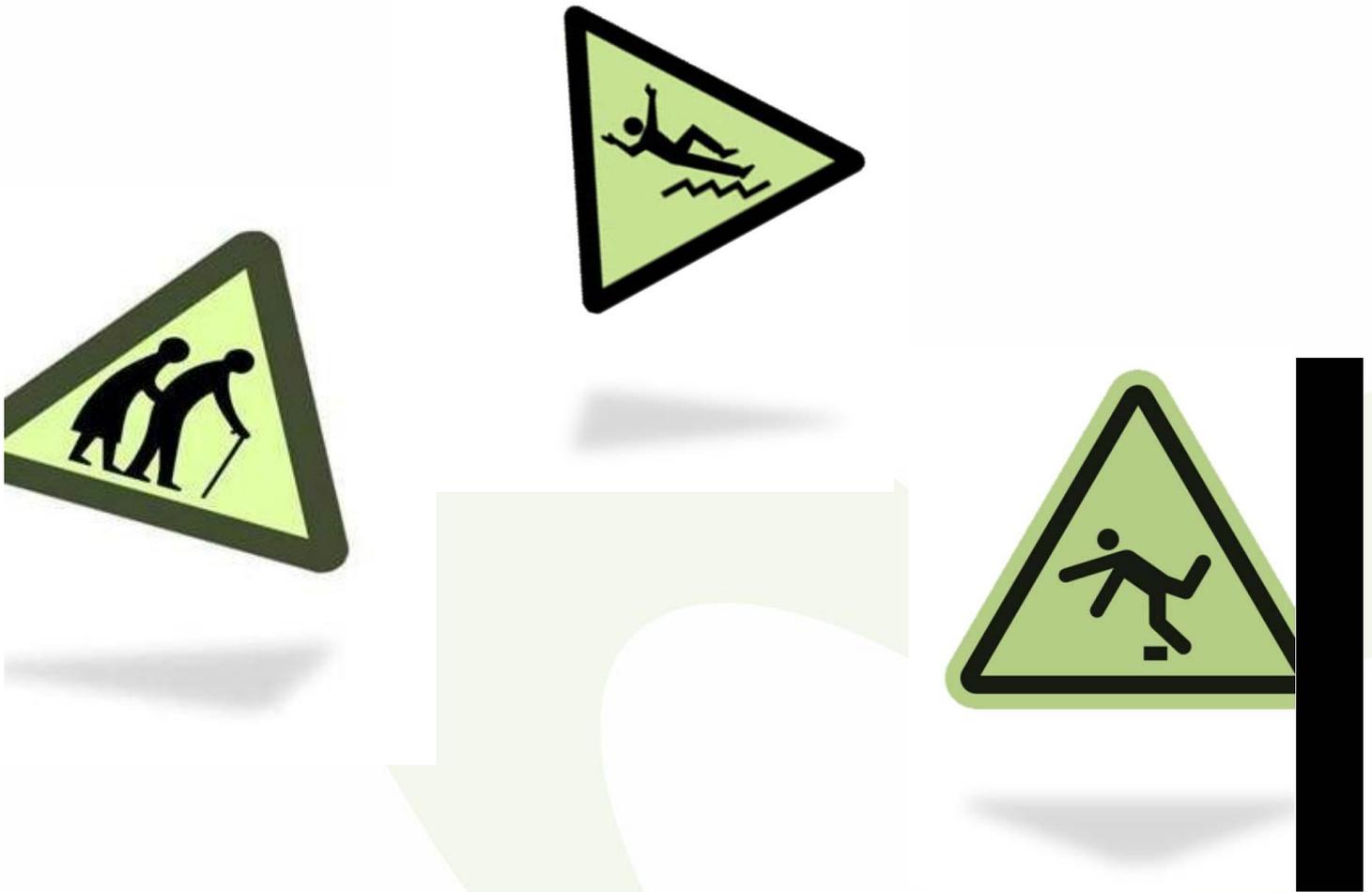


Pacy & Wheatley Construction

Health and Safety Policy

Based on the Principles of OHSAS 45001 formerly OHSAS 18001



Health and Safety Policy

Pacy and Wheatley recognises its responsibilities under the **Health and Safety at Work Act 1974** and is committed to health and safety excellence and the protection of our people, our property and the environment. We are committed to ensure the health, safety and welfare of our employees, contractors and visitors. We also recognise that Health and Safety should be considered equally with quality and performance when work is being considered or undertaken.

We will provide H&S information focusing on training, supervision, plant and equipment as necessary, to identify, eliminate or control hazards and risks at the workplace. Adequate resources will be provided for this purpose. The overall objective is to achieve as far as reasonably possible a safe and healthy workplace for all employees and those affected by its activities. Any Company employee who supervises or manages the use of work equipment shall have received adequate training for the purposes of health and safety, including training in the methods that may be adopted when using the work equipment, any risks that such use may entail and precautions to be taken.

We set and maintain high standards of health and safety, which aim to match or exceed current industry best practices. We meet these commitments by implementing a comprehensive health and safety management system and continually improving both the system itself and our performance - in accordance with the principles below. We provide the leadership, management support, communications and resources necessary to do so.

Pacy and Wheatley recognises that we have legal obligations with regards to the health and safety of our employees, customers and the general public, who are affected by our activities. We will strive not only to comply with the letter of current health and safety legislation and approved codes of practice, but also the spirit in which they were written. We integrate health and safety considerations into all aspects of our business. We recognise that there is a quantifiable competitive advantage to be achieved through world-class health and safety performance.

Pacy and Wheatley is committed to:

- At the very least meeting all Occupational Health and Safety legislation and guidelines relevant to the company and in most cases far exceeding any requirements in order to prevent injury and ill health.
- Providing sufficient resources and equipment to ensure that the Company can operate to the documented Management System across all business functions that conforms to the requirements and principles OHSAS 45001 formerly OHSAS 18001:2007 and is appropriate to the nature and scale of the company's occupational health and safety risks. The Management System will provide a framework for the setting and reviewing of Occupational Health & Safety Objectives.
- Ensuring that all employees are made aware of and understand this policy and their individual Occupational Health & Safety obligations. To this end employees must be fully committed to health & safety to protect themselves, other employees and others who may be affected by their activities.

- Communicating to all subcontractors employed by the Company or any other interested parties of the requirements of this Health & Safety Policy that they shall be required to meet the same objectives in all respects.
- Conducting Risk assessments of all appropriate activities and fully documenting and implementing measures to achieve satisfactory control.
- Ensuring that all personnel are trained to the highest of standards for any duties they are required to perform, and eventualities that may arise as detailed on the Company risk assessments.
- Communicating the promotion of the health & safety of employees which is paramount and contributes to the success of the business.
- Ensuring that the Company will take all reasonable measures to protect the health and safety of employees and all others who may be affected by our activities.
- Continually improving its Occupational Health & Safety Management System and company performance in Health and Safety.
- Our Health and Safety Policy is monitored and reviewed to ensure that it meets the companies' legislative requirements, Health & Safety objectives and targets and remains relevant and effective to the changing needs of our business and customers.

The Management and staff of the Company will monitor the operation of this Policy to encourage and strive for continual improvements in health and safety performance as an on-going action. This Statement of Company Policy will be displayed prominently or made available at all sites and workplaces. In addition, the Organisation and Arrangements for implementing the Policy will also be available at each site and workplace. A full copy of the Policy is held at, Pacy & Wheatley Ltd, Loversall Court, Clayfields Business Park, Tickhill Road, Doncaster, DN4 8QG, for reference by any employee as required.

This Health and Safety Policy statement will be reviewed annually. Responsibility for compliance to this policy rests with Anthony Wheatley (Managing Director), who will monitor the effectiveness of the policy and its associated initiatives. This Health and Safety Policy Statement will be displayed prominently, and access to the complete Health and Safety Policy manual detailing procedures will be available on the premises for reference by any employee.

Signed:



Date of Review: 01/03/2021

Next review: 01/03/2022

This policy will be reviewed every 12 months