

## P-03 – Health & Safety Policy



### Section One – Statement

The following is a statement of the Company's General Health and Safety Policy in accordance with section (II) of the Health and Safety at Work etc. Act 1974.

It is the policy of Deans Civil Engineering to ensure so far as reasonably practicable the Health, Safety and Welfare of all employees working for the Company or other persons who may be affected by our undertakings.

Deans Civil Engineering acknowledges that the key to successful Health & Safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management. To sustain that commitment we will continually measure, monitor and revise where necessary an annual plan to ensure that Health and Safety standards are adequate. The appointed person for Health and Safety, Steven Deans will implement the Company's Health and Safety Policy and recommend any changes to meet new circumstances. The instructions will then be carried out through a normal chain of management. The Company recognises that a successful Health and Safety Management contributes to successful business performance and will allocate resources accordingly.

The management of Deans Civil Engineering looks upon the promotion of Health and Safety measures as a mutual objective for themselves and their employees at all levels. It is therefore, the policy of the management to do all that is reasonably practicable to prevent personal injury and damage to property. Also the Company aims to protect everyone, including the public, visitors, Subcontractors, insofar as they come into contact with the Company or its activities, from any foreseeable hazard and danger.

All employees have duties under the Health and Safety at Work etc. Act 1974 and they are informed of their personal responsibilities to take due care for the Health and Safety of themselves and to ensure they do not endanger other persons by their acts or omissions. They are also informed they must co-operate with the Company in order that it can comply with the legal requirements placed upon it in the implementation of this policy.

The Company will ensure continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals. The Company will ensure a systematic approach to identifying hazards, assessing the risk determining suitable and sufficient control measures and informing employees.

The Company will provide, so far as reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision given. The Company regards all Health and Safety Legislation as the minimum standard and expects management to achieve their managerial targets without compromising Health and Safety.

This policy, supported by instructions, procedures and organisational arrangements, is to be applied to all activities carried out by the Company. The Managing Director and Managers will enforce this Policy.

The Managing Director is personally responsible for the Health and Safety performance of the Company and signs this policy statement as confirmation of this.

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To meet this commitment, it is our policy to:

- Implement and maintain an effective Health and Safety Management System in compliance with ISO 45001:2018.
- Recognise that no business objective will compromise safe working practice.
- Identify potential hazards and implement control measures to reduce associated risks.
- Comply with legal requirements, responsibilities and obligations under the relevant health and safety legislation together with any relevant codes of practice and guidance. Other industry specific requirements will also be taken into account.
- Provide and maintain a working environment that is safe and without risks to health and safety through the reporting of accidents, incidents, and dangerous occurrences.
- Hold employees, supervisors, and management accountable for the safety of personnel in their charge.
- Provide information, instruction, and supervision as necessary to ensure the health and safety of employees, and training adequate and appropriate to their roles and responsibilities.
- Appoint persons for the provision of First Aid where required.
- Communicate with employees on a regular basis regarding matters of health and safety.
- Ensure consultation and participation of workers on relevant matters.
- Monitor performance and implement health and safety objectives and targets.
- Regularly review and update these objectives and targets at management level in order to continually improve the health and safety performance of the business.
- Continually review and improve the effectiveness of the Health and Safety Management System.
- Communicate this Health and Safety Policy to our employees to ensure they understand it and the company health and safety objectives and targets.
- Integrate the Health and Safety Management System with other business functions.

This Policy is reviewed for continuing suitability and accuracy during each review of the Health and Safety Management System or earlier if required. This Policy is supported by further policies and procedures within our Integrated Management System.

Signed:

A handwritten signature in black ink, appearing to read 'Steven Deans', written over a horizontal line.

Steven Deans  
Managing Director  
July 2023