



## Health, Safety and Welfare Policy Statement

Roger Bullivant Limited recognise and accept the sound moral, legal and financial reasons for ensuring the health and safety of our employees, subcontractors and other persons who may be directly affected by our work activities.

The Company has an Integrated SHEQ Management System certified to EN ISO 45001:2018 which is consistent with our Environmental and Quality policies.

We will fully discharge all our statutory obligations and strive to be the benchmark of health & safety good practice across all sectors in which the business operates and compliance with all legal & other requirements. This policy underpins our commitment to the prevention of injury and ill health and our continual improvement in health & safety performance and management, this is aligned with the Roger Bullivant behavioural safety programme.

To support this, we:

- Integrate health & safety management into the business decision making, including development and delivery of professional services, purchasing and supplier management processes;
- Engage with employees, subcontractors, suppliers and customers to understand both their requirements of us and vice versa, and comply with the professional audit requirements of our clients;
- Identify hazards, assess risks and allocate appropriate resources to implement effective control measures to eliminate and reduce any risk using hierarchal controls;
- Consult, communicate and participate of our health and safety policy with all employees and interested parties.
- Set, monitor, manage and communicate our Health & Safety performance against clear goals and objectives and comply with the requirements of our trade bodies FPS & ASUC;
- Implement other associated policies with respect to Health, Safety and Welfare for example Drugs & Alcohol and Safe Driving.

All employees are reminded of their duties under the Health and Safety at Work Act 1974 which is to:

- Ensure that all reasonable care is taken with regard to the health, safety and welfare of themselves and others;
- Make themselves aware of, and to co-operate in the implementation of our policy, processes, procedures, statutory documents and industry codes of practice and that refusal to work on the grounds of health and safety will not result in disciplinary action.
- Take all reasonable and proper steps to ensure a safe working environment.

The provision of appropriate training and information supported by monitoring, reporting and identification of improvement actions, are the cornerstones of this Policy. This Policy is formulated from the Company Core Values and will be periodically reviewed for continuing suitability.

**Signed:**

C Wren, Managing Director – 01.12.2020

**Next Review Date:** 03.01.2022