

We recognise the importance of safe and healthy working practices and have compiled this Policy in compliance with Section 2(3) of the Health and Safety at Work Etc. Act 1974 and in line with the requirements of ISO 45001:2018.

In furtherance of our duty, we will so far as reasonably practicable, comply with the aforementioned Act, all relevant Statutory requirements, Codes of Practice, other applicable legislation and other requirements i.e. from clients and the ISO standard, (legal and other) to ensure the safety, health and welfare of our employees, contractors and others affected by our operations.

This will be achieved by: -

- Meeting our responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health & wellbeing.
- Ensure all employees play an active role in the health and safety of the company providing a commitment by consulting with them and providing them with adequate information, instruction, training and supervision (including participation) to enable them to understand their role and responsibilities within the company.
- Setting standards that comply with the relevant statutory requirements relating to health, safety and welfare with regards to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards, connected with work activities, processes and working systems.
- Ensuring risk assessments and safe methods of working for all workplace activities are established and providing suitable and sufficient control measures for hazardous activities that cannot be eliminated and making the results of these assessments known to employees.
- Providing suitable plant/machinery and equipment, ensuring working practice surrounding said items is safe and without unnecessary risk to health by, implementing and monitoring an effective programme of maintenance.
- Maintaining a safe working environment and safe access/egress from all CPC Civils LTD premises and sites.
- Providing a safe system of work and robust management system (including continual improvement)
- Providing suitable welfare facilities for all employees.
- Ensuring that contractors undertaking work for the company are informed of the relevant standards required and are monitored to ensure compliance.
- Provide adequate resources to comply with statutory requirements with regards to the health, safety and welfare of all those affected by its activities.
- Setting clear Occupational Health and Safety objectives which will be communicated to all workers.

- Ensure continuing improvements of the management system for health and safety and ensure that we engage with all workers in encouraging and enabling their inputs for improvements.
- Ensure all workers have access to an Employee assistance programme and occupational health provider.

Every employee has a legal and moral duty to co-operate with the company in meeting their statutory obligations.

Every employee must take all due care to safeguard not only their own health and safety, but also that of other persons that may be affected by their acts or omissions while in the employment of CPC Civils LTD.

We need and want a competent team of workers that are individually and collectively capable of planning and managing work with wellbeing in mind and with the ability to look after themselves making sensible and proportional decisions to achieve this.

All employees are advised that it is their duty to use protection devices, personal protective equipment and follow written procedures provided, in the furtherance of safety, health and welfare, and avoid putting others at risk through their reckless actions or malicious intent. Any employee who fails to comply with safety provisions may have their contract of employment terminated.

This Policy will be regularly reviewed/monitored and amended as required, taking into consideration new legislation and improved/new working practices. These amendments will be brought to the attention of all employees.

Consultation on matters affecting health and safety will be undertaken with employees to ensure effective methods of working are developed, compatible with the provisions of this policy and the individual capabilities of employees.

Adequate resources will be provided to ensure that suitable provision is made for the effective management of health and safety and to enable compliance with the requirements of legislation so far as is reasonably practicable.

Con Cunningham is the senior person responsible for Health and Safety Management within CPC Civils LTD supported by the senior management team.



Signed: -

Con Cunningham (Managing Director)

Date: 11.01.2025

Review Date: 10.01.2026