

HEALTH AND SAFETY AT WORK etc. ACT (HSA) 1974

HEALTH & SAFETY POLICY STATEMENT

Duncan MacKay and Sons Ltd

Health and Safety Policy will set a clear direction for us to follow, it will contribute to all aspects of business performance as part of demonstrable commitment for continual improvement. As a company, we will use the HSE guidance notes from HSG 65 (successful health and safety management) to benchmark where we are now and where we want to be using the PLAN, DO, CHECK, ACT performance loop. We must ensure our management system is effective in reducing risks in the workplace or else it will be nothing more than a paper exercise.

This Document sets out the policy and the manner in which it is intended, managements must ensure effective organisational set up to implement and monitor its requirements, because of the nature of the company and the variety of its operations, the policy will be under constant review and will likely be subject to frequent change. The Manager will provide clear direction and take responsibility for the working environment, develop a positive safety culture which promotes safe and healthy working. Our safety culture will be characterised by communications founded on mutual trust.

We are committed to ensuring that we have an ethical, progressive and proactive approach which cares for the well-being of every employee and all those who may be involved in, or affected by, any of our operations and where everyone plays their part. We recognise our employees are a key resource and our most important asset and the prevention of injuries and ill health is critical to the performance of our business.

Our health and safety documents will be functional and concise, with the emphasis on their effectiveness rather than the volume of paperwork, as this could distract us from the human elements of its implementation.

We will ensure our aims and objectives are understood by all our employees and we will communicate this information in a clear and concise manner.

Communication will be a key factor in the effective management of our system, we must ensure we have a clear structure in place to communicate information to the right people at the right time. This includes two-way communication with employees working on sites that may be under the control of others.

We will keep up to date with all current legislation and regulations and convey this message to all our employees through a variety of mediums. We will ensure they all clearly understand what is expected of them regarding our requirements to comply with current legislation and our own policies and procedures.

Health and safety is the responsibility of everyone within the Company and is not just a function of management. All Employees have a legal duty to take reasonable care of their own health and safety and that of others who might be affected by their acts or omissions. All Employees must co-operate, so far as it is necessary to enable Duncan MacKay and Sons Ltd to fulfil and comply with statutory health and safety obligations. In order to achieve and maintain a safe and healthy working environment, each individual within the company, no matter at what level they are employed, must share in the responsibility and perform his/her tasks with due to care for all who may be affected by the consequences of any action undertaken.

Signed: _____

Managing Director

Date: 1st November 2017