

GENERAL POLICY STATEMENT

The Company recognises the fact that health and safety has positive benefits to the organisation and commitment to a high level of safety makes good business sense. It also recognises that health and safety is a business function and must, therefore, continually progress and adapt to changes with commitment to prevention of injury and ill health and continual improvements in OH&S management and OH&S performance. The approach to health and safety will be based on the identification and control of risks. As there are distinct benefits to be gained from providing a safe and healthy working environment, appropriate levels of resources will be allocated to ensuring health and safety within the organisation. A positive culture will be encouraged and this shall be actively supported by senior management.

All employees will be involved in the decision-making processes either on an individual basis or through their location representatives. The performance of both individuals and the organisation will be monitored with improvements being made to health and safety standards as required by either legislation or company experience.

This policy provides the information we require of employees of Constructor Group UK Ltd to ensure the Health and Safety of both themselves and those whom their actions may affect, thereby securing practicable standards of Health and Safety at work. Adequate planning, monitoring and review of the implementation of the health and safety policy will be carried out. In order to ensure that this general statement is achieved, the following will form the company aims and objectives.

The Company will ensure that there are arrangements put into place for the effective planning, development and review of this policy statement. The arrangements section of the policy will be reviewed on an on-going basis by the health and safety committee as and when required. The Policy statement will be made available to interested parties; and reviewed periodically to ensure that it remains relevant and appropriate to the organisation.

1. Management will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.
2. The Company will provide the necessary information, instruction and training to employees and others, including temporary staff to ensure their competence with respect to health and safety and the operation of manufacturing plant, equipment & related processes
3. Management consider that health and safety rates equal to all other business functions and will attach equal importance to achieving applicable health and safety standards.
4. The Company will devote the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of the workforce and anyone visiting the site. The assistance of expert help will be sought where the necessary skills are not available within the company.
5. The Company will liaise and work with all necessary persons to ensure that health and safety remains a priority in all cases. The company will also ensure that adequate arrangements are also in place for ensuring the health and safety of all our employees, visitors, customers and contractors. Both within our own premises and our customers sites where product installation is being undertaken by either our nominated contractors or their sub-contractors.
6. The Company believes in constantly improving health and safety standards and performance. It will to this end endeavour to ensure that all relevant statutes, Regulations and Codes of Practice are complied with. The minimum standards that will be adopted by the Company are those required by law, although the Company will seek always to exceed these where there is a demonstrable identified benefit.

7. The Company recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. Managers will have specific responsibilities to comply with the letter and spirit of company policy.
8. Employees will have a specific duty to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required. The Company will ensure that health and safety management is an integral part of the manager's function and will monitor their performance along with their other duties.
9. The Company will ensure that health and safety is fully integrated into the Management and decision-making processes within the organisation, in particular by ensuring that a member of the senior management team attends the monthly H&S committee meetings and reports all relevant issues to the Managing Director..
10. The Company uses a reporting procedure to ensure that accidents, incidents and 'near-misses' are fully investigated and appropriate action taken where practicable to reduce the likelihood of their occurrence.
11. The Company will ensure that procedures are established to ensure that safe equipment and plant are provided for employees and non-employees.
12. All employees required to travel on behalf of the company, or work at premises not belonging to the company will also be made aware of their duty to comply with all local health and safety rules and regulations.
13. The Company will set and review OH&S Objectives and Targets and these will be communicated to all employees.

Signed on behalf of the board of Directors



NameMATT GRIERSON..... (Print)

Date.....25/6/12.....

Position MANAGING DIRECTOR - **CONSTRUCTOR GROUP UK LTD**