

# HEALTH & SAFETY POLICY

## POLICY STATEMENT

It is the policy of The PCS Group that its operations are conducted in a way so as to safeguard the health, safety and welfare of all employees at work, and all other persons who may be affected by its activities. We shall provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, and others who may be affected by our activities as far as is reasonably practicable.

We are committed to the prevention of ill health and injury and to a programme of continual improvement in the reduction of injury and ill health.

We will provide such information, instruction, training and supervision that may be needed for the purposes of complying with any requirements to eliminate or reduce the effect of the hazards created by our undertakings.

We are committed to complying with our statutory health and safety responsibilities and all other responsibilities as prescribed in this policy, including the Health and Safety at Work Act 1974. We recognise that these legal requirements represent the minimum level of achievement and we will strive to ensure that higher standards are reached.

We firmly believe that health and safety objectives are equally as important as any other business objectives, and so, each year, we will set health and safety performance targets aimed at achieving the principal objectives of;

- Reducing accidents
- Reducing the potential and actual impact on work-related ill health
- Increasing employee knowledge and understanding of workplace risks
- Improving employee involvement in the development of our H&S management system

Other specific Company objectives are;

- To prevent injury to persons associated with PCS operations, damage to property and the subsequent waste of resources;
- To carry out risk assessments as required by the Management of Health and Safety at Work Regulations and the Control of Substances Hazardous to Health Regulations.
- To provide protection equipment where it is considered necessary or for which there are legal requirements under The Personal Protective Equipment Regulations;
- To ensure that employees are properly informed, instructed and trained in the health and safety aspects of their work;
- To employ JR Consultants to assist with our H&S responsibilities, make recommendations to improve standards of safety and give guidance on health, safety and welfare matters;
- To take into account at tendering and work planning stages those factors which help to eliminate injury or damage;
- To ensure accurate reporting and investigation of accidents with a view to achieving reductions in accident rates by the analysis of causes and trends;
- To consultation and ensure participation as necessary of our employees.

All employees are reminded that they have a statutory duty under sections 7 & 8 of the Health and Safety at Work Act 1974 to take care of the health and safety of themselves and of any others that may be affected by their work and not to interfere or misuse anything provided in the interests of health, safety and welfare. Employees will be required, as a condition of employment, to observe safe working practices and co-operate with management in carrying out this policy.

A copy of this policy will be available on all sites under our operation and employees should make themselves aware of its contents. This policy and the health and safety management system will be reviewed annually and updated as necessary; any revisions will be communicated to those affected by the changes.



Cert No. 11012  
ISO14001  
ISO9001  
ISO 45001



  
Operations Director

Last revised: 3<sup>rd</sup> March 2020

