

## **HEALTH, SAFETY AND WELFARE POLICY**

It is the policy of Pro Steel Engineering Limited to comply with the Health and Safety at Work Act 1974, and any other legislation relevant to the activities of the company. It is the desire of the company to ensure that the highest reasonable standards in Health, Safety and Welfare for all interested parties are achieved as far as reasonably practicable.

This policy is fully supported by the management team to ensure that:

- All relevant legislation, Railway Industry Standards, and other mandatory requirements are fully complied with and objectives are set.
- Employees are involved in creating and maintaining a safe working environment for themselves, and all interested parties affected by the activities of the company.
- It is a condition of employment that every employee accepts responsibility for working safely.
- Communication and consultation takes place with all employees regarding health, safety and welfare issues and safe working practices are actively promoted.
- Staff meetings / briefings will be held on a regular basis and staff will be welcomed and encouraged to contribute suggestions on ways to improve safety.
- Staff refusing to work on the grounds of health and safety, are fully supported. If work cannot be performed safely it will be stopped until a safe system of work has been established.
- Incidents of personal injury and occupation illness are minimised.
- All tasks are reviewed to identify hazards, assess risks and implement effective control measures to ensure that a safe system of work is always used.
- Accidents and incidents will be investigated to establish cause, and measures will be taken to prevent recurrence.
- Adequate, competent supervision is provided to enable all employees and contractors to comply with their responsibilities.
- Sufficient training, assessment and mentoring are provided to ensure the competence of all staff.
- Staff resources, are made available to ensure health, safety and welfare provision are adequately delivered.
- Health and Safety targets and objectives are regularly monitored, measured and reviewed through regular inspections and audits to ensure continual improvement.
- Safe premises, tools and equipment are supplied and maintained.
- Personal Protective Equipment that is deemed necessary for the duties being undertaken is issued to all employees and contractors.

This policy will be reviewed at least annually for its effectiveness.

A handwritten signature in black ink, appearing to read 'R Selby', is written over a dotted line.

Signed .....

Richard Selby  
**Director**

**Date: 8<sup>th</sup> March 2018**