

1.0 HEALTH AND SAFETY POLICY STATEMENT

J Tomlinson recognises 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 key function of the business and must, therefore, continually progress and adapt to change. The approach to health and safety will be based upon the identification and control of risk to minimise the risk of injury and/or occupational ill-health to employees and other interested parties.

The company is committed to complying with the statutory requirements of the Health & Safety at Work Act 1974, all applicable legal requirements and with other requirements to which the organisation subscribes that relate to the health and safety hazards relevant to the works undertaken as part of its activities.

As there are distinct benefits to be gained from providing a safe and healthy working environment, appropriate levels of resources are allocated to ensure health and safety within the organisation. A positive safety culture is encouraged throughout the organisation and is actively supported by senior management with a commitment to continual improvement.

The Directors and Senior Managers expect the level of service the company provides and the quality of the workmanship to be of the highest standard and no less is expected when it comes to health and safety.

All employees are involved in the decision-making process either on an individual basis or through collective communication with Directors and Managers. The performance of both individuals and the organisation is governed by pre-determined standards including health and safety improvements.

Adequate planning, monitoring and review of the implementation of the Health and Safety Policy are carried out.

The requirements of this Policy Statement are met through adopting the following aims, objectives and arrangements:

1. J Tomlinson ensures that there are arrangements in place for the effective planning, development and review of this Policy Statement.
2. Directors and managers will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.
3. J Tomlinson 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.

4. Directors and Managers consider that health and safety is as important as all other business functions and attaches priority to maintaining high levels of health and safety performance.
5. J Tomlinson will provide the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety. The assistance of expert help is sought where necessary skills are not available within the company.
6. The company liaises and works with all necessary persons to ensure health and safety. The company will ensure that there are adequate arrangements in place for ensuring the safety of the public, visitors and anyone else who may be affected by the company's activities.
7. J Tomlinson believes in constantly improving health and safety standards and will ensure that through constant review of safety performance coupled with commitment at the highest levels that those improvements are maintained.
8. J Tomlinson recognises that health and safety is the responsibility of everyone within the organisation and is not just a function of management. Managers have specific duties and responsibilities to comply with the letter and spirit of this policy. Employees have specific responsibilities to take reasonable care of themselves and others who they may affect by their activities and to cooperate with management in achieving the highest standards required. The company ensures that health and safety management is an integral part of a Manager's function and monitors their implementation of the company health and safety requirements.
9. J Tomlinson is committed to implementing all COVID Secure Workplace measures and has established its own COVID Charter that will remain a priority focus in each and every workplace to aid protect employee, visitor and public health during the pandemic.
10. J Tomlinson will investigate all incidents of work-related ill health and accidents to reduce the likelihood of a reoccurrence.
11. J Tomlinson will ensure that procedures are established to ensure that safe plant and equipment are provided for employees and that appropriate training and refresher training is carried out.
12. This safety policy will be reviewed annually by the Board/Director Responsible for Health and Safety and the Head of Health, Safety, Environmental and Quality.



Mr M Davis Chief Executive

J Tomlinson Limited October 2022