Health & Safety at Work Policy

Ivor King (Civil Engineering Contractors) Ltd

The Health and Safety at Work etc Act 1974 requires the employer to prepare and, as often as may be appropriate, revise a written statement of the general policy with respect to the health and safety at work of employees. This statement has been prepared in accordance with the requirements of the legislation and compliance with ISO 45001:2018. It includes details of the organisation and arrangements, for the time being in force, for carrying out the policy.

Ivor King (Civil Engineering Contractors) Ltd health and safety management structure forms part of the Integrated Management System which conforms to ISO 45001:2018 (Health & Safety) as well as ISO 9001 (Quality) and ISO 14001 (Environment).

The Policy Commitment

Ivor King (Civil Engineering Contractors) Ltd is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, appropriate to the purpose, size and context of the organisation and the specific nature of its occupational health and safety risks and opportunities.

Health, safety and welfare at work are matters of vital importance to Ivor King (Civil Engineering Contractors) Ltd, who shall:

- Carry out suitable and sufficient assessments of the risks to the health and safety of employees to which they are exposed at work, and to persons not in our employment in so far as they may be affected by the work activities. Ultimately, we are committed to providing a safe and healthy working environment to prevent work related injury and ill health within the control of the business. This will be supported by a commitment to continually improve our occupational health and safety performance and the effectiveness of the Integrated Management System.

- Initiate and operate healthy and safe working practices by planning, organising, controlling, monitoring, and periodically reviewing, working areas, processes, practices and methods in order to improve standards of health, safety and welfare.

- We are committed to eliminating hazards and reducing occupational health and safety risks.

- Train employees to work efficiently and safely with an understanding both of the nature of known hazards and the reasons for preventive and protective measures.

- Investigate any accidents, dangerous occurrences, or near misses and decide what measures should be implemented to mitigate the effects of such accidents.

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- Provide procedures whereby a prompt and positive response is made to queries on health, safety or welfare matters raised by employees.

- Set and monitor occupational health and safety objectives and strive to improve our health and safety performance.

- Provide adequate arrangements for the consultation and participation of workers, and where they exist, workers' representatives, on occupational health and safety matters and encourage their involvement in the continual improvement of the management system.

- Provide the resources necessary to implement this policy and fulfil all applicable legal requirements and other requirements.

- Continually improve the suitability, adequacy and effectiveness of the Integrated Management System, including occupational health and safety performance, through the setting and review of objectives, employee consultation, performance monitoring, incident learning, corrective action and management review.

- Not all responsibility for health and safety rests with management. Each employee has a duty to co-operate with the employer on the carrying out of the employer's statutory duties and must:

    - Take reasonable care for the health and safety of himself and other persons who may be affected by his acts or omissions.

    - Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare; and

        - Report immediately any injury sustained at work and any practice or situation regarded as unsafe.

        - Use this policy as a framework to provide objectives in line with the strategic direction of the business and to drive continual improvement.

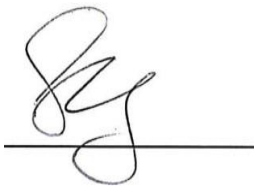
Organisation

Certain people within Ivor King (Civil Engineering Contractors) Ltd have positions that require them to be especially concerned with health, safety and welfare. This will be reflected in their specific job descriptions and policies/procedures in the Integrated Management System.

Arrangements

The arrangements for the time being in force for ensuring, so far as is reasonably practicable, that the policy is implemented are set out in remaining sections of the Integrated Management System.

This policy is available to the public on request and will be reviewed periodically to ensure its continuing suitability.



Simon King
CEO

19-10-26

CHANGE TRACKER			
DATE	**REASON**	**CHANGE**	**WHO**
10-03-21	Review	Updated	DJS
05-01-22	Review	Updated	DJS
17-01-23	Review	'the company' changed to Ivor King (Civil Engineering Contactors) Ltd	DJS
14-10-23	RISQS new core compliance	Addition to statement	DJS
15-11-23	New Group Managing Director	New signature	DJS
15-11-24	Review	No change	DJS
01-04-25	Review	S King – name change	DJS
01-04-26	Review	No changes	SH
19-10-26	ISO recertification audit OFI	Continual improvement to IMS statement added.	SH