

Health & Safety Policy Statement

Kelston Sparkes Group recognise their responsibility and commit to ensuring, so far as is reasonably practicable, the Safety, Health and Welfare of all its employees, and others that may be affected by its activities in respect of the Health and Safety at Work Act 1974 and compliance with all the relevant legislation to the business operation.

It is the company's aim to maintain and promote a high standard of Safety, Health and Welfare within the organisation and throughout its suppliers and to continually improve Safety, Health and Welfare performance by ensuring that Kelston Sparkes Group:

To ensure the principles of health and safety are clearly understood throughout Kelston Sparkes we will be committed to:

- Ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy;
- Ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation;
- Protecting the safety and health of all employees by preventing work-related injuries, ill health, disease and incidents;
- Complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which we subscribe;
- Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Health and Safety Management;
- Continually improving the performance of Health and Safety Management;
- Providing the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health and safety;
- Devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of employees. Expert help will be sought where the necessary skills are not available within the organisation;
- Liaising and working with all necessary persons to ensure health and safety, and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

We will take all reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and working practices within the organisation. We will continuously improve our health and safety management arrangements to protect employees and others from risks to their health, safety and welfare whilst engaged in work related activities. We recognise that safety is the responsibility of everyone and is not just a function of management. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

A Safety Group, led by the company Health and Safety Manager, will meet regularly to monitor and review Company safety procedures and make recommendations for improvement to the Managing Director.

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The Company Health and Safety Policy will be reviewed annually and will be brought to the notice of all employees at their safety induction and will be displayed in the offices or canteens at all work locations

Signed:

A handwritten signature in black ink, appearing to read "Alan Sparkes", with a long, sweeping underline.

Alan Sparkes

Managing Director

01/03/2018