

Health & Safety Policy

Part 1: General Policy Statement

Cotswold Natural Stone Ltd acknowledges and accepts its statutory responsibilities in the terms of the Health and Safety at Work etc Act 1974, the Management of the Health & Safety at Work Regulations 1999, other relevant legislation and for securing the health, safety and welfare of all its employees, sub-contractors or agents, where statutory duties exist.

We will take all reasonable steps within its power to meet this responsibility, paying particular attention to the provision and maintenance of:

- Plant, equipment and systems of work that is safe.
- Safe arrangements for the use, handling and transportation of articles and substances.
- Sufficient information, instruction, training and supervision to enable all employees, registered instructors, sub-contractors or agents to avoid hazards and to contribute positively to their own health and safety at work.
- A safe place of work with safe access and egress.
- Adequate welfare facilities.
- Information on general health issues.

The success of any safety policy in reducing accidents depends ultimately on the good sense and safety consciousness of everyone at work. We expect all employees, trainees, sub-contractors or agents to recognise their own responsibilities with regard to their own health and safety and that of other people and to co-operate with us so as to enable it to carry out its own responsibilities successfully.

This statement must be read in conjunction with the further statements on

- Part 2: Organisation
- Part 3: Responsibilities
- Part 4: General Arrangements

A copy of this document will be made available to all employees, sub-contractors or agents. It may be reviewed or amended periodically and may be supplemented, as appropriate by further statements relating to particular works.

Signed E P Conlon (Director)

Dated 3 January 2018

Last updated 3 January 2018

Part 2: Organisation

The organisation of responsibility for all matters related to Health and Safety within Cotswold Natural Stone Ltd will be through the management structure as follows:

Company Directors: Ernest Paul Conlon and Luke John Conlon

The directors have overall and final responsibility for health and safety.

Safety Manager: Leigh Thompson

The Safety Manager has day-to-day responsibility for ensuring this policy is put into practice.

Part 3: Responsibilities

Leigh Thompson, Health and Safety Manager:

The Health and Safety Manager is responsible for notifying changes in statutory and company requirements in Health and Safety matters. He will:

- a. Maintain a constant awareness of any changes in Health and Safety legislation.
- b. Formulate the Health and Safety Policy and liaise with the relevant Health and Safety authorities, as required.
- c. Provide pertinent and meaningful guidelines and advice on Health and Safety problems or matters arising.
- d. Ensure that our Health and Safety Policy Document and any appropriate guidance documents are made available to every employee and sub-contractor or agent
- e. Arrange training for all, as required.
- f. Carry out Safety Audits at regular intervals, and subsequently advise as appropriate.
- g. Investigate and report on all serious accidents
- h. Ensure all necessary assessments are completed and reviewed.
- i. To set a personal example by demonstrating high standards of application and discipline in Health and Safety.

Site Managers:

- a. Develop safe working practices and maintain a high standard of housekeeping.
- b. Ensure that all safety rules are observed and inspect methods, operations and premises, both existing and new, to ensure compliance with our Safety Policy.
- c. Report to the Health and Safety Manager all accidents / incidents to persons, plant or equipment, fires, property damage and occupational illness and ensure their adequate recording.
- d. Investigate the above to ascertain causes and take appropriate remedial action to prevent reoccurrence's.
- e. Instruct employees, trainees, tutors, volunteers, sub contractors and agents, about any hazards associated with their work and any necessary precautions required.
- f. Ensure all employees, sub-contractors and agents are properly trained.

Leigh Thompson, Health and Safety Manager:

- a. To monitor Health and Safety to ensure that all employees, sub-contractors and agents operate in accordance with both legal requirements and our Safety Policy.
- b. To ensure that all necessary Risk Assessments have been undertaken.
- c. To advise the Health and Safety Director in writing of any unsafe practices or any aspects likely to cause unsafe situation.

Employees, sub contractors and agents:

It is the duty of all of the above to exercise personal responsibility to prevent injury or danger to themselves or to others and they must:

- a. Co-operate with our in preventing accidents or health risks.
- b. Comply with our and their clients Health and Safety Policy and any associated policies or procedures.
- c. Follow safe procedures and use implemented all control measures
- d. Wear and use personal protective equipment as instructed or when circumstances dictate its use.
- e. Report all accidents and injuries, no matter how trivial and any dangerous occurrences or near misses.

Part 4: General Arrangements

It is the legal duty of all managers, employees, sub-contractors and agents to do everything to prevent accidents, personal injury and danger to themselves, other employees or members of the public.

Management of Health and Safety

- Risk assessments will be undertaken, as necessary, to assess where risks may arise and to ensure all possible measures (as far as is reasonably practicable) are taken to control such risks.
- Employees, sub-contractors and agents will be informed of the outcome of such risk assessments and the preventative and protective measures required.
- Regular health and safety monitoring audits and inspections will be undertaken to review control measures.

Health and Safety Training

- Employees, sub-contractors and agency personnel will receive safety training. Such training should ensure that they are aware of their health and safety responsibilities and are competent to operate any plant, tools, equipment and vehicles as required.

Incident Reporting

- All accidents no matter how trivial must be recorded in the accident book. Where an investigation is required follow our accident reporting procedures.

Minor Accidents/Near Misses:

- To be treated either by a First Aider/Emergency First Aid at Work trained member of staff.
- Note detail in the Accident Book.
- Inform a supervisor.

Major Accidents:

- Where appropriate give first aid by a qualified person.
- Inform Emergency Services immediately. (Ambulance, fire Service.)
- Inform a responsible person immediately (manager, site agent, supervisor or similar)
- Insure RIDDOR compliance

Fire Evacuation and Emergencies

- It is the duty of all employees, sub-contractors and agents to familiarise themselves with the fire and emergency evacuation procedures in force at the premises where they are working. If in doubt they must request the information from the designated contact within the organisation. Every employee, sub-contractor and agents must ensure that any visitors or trainees under their responsibility are safely evacuated and are accounted for.

Discovery of Explosives, Suspicious Packets etc, on Clients Premises

If you discover a suspicious package:

- Do not touch it.
- Inform the clients' site security that should immediately arrange evacuation of the area and contact the emergency services.
- Before leaving take all necessary precautions so that nobody, even mistakenly can come into contact with the object before the arrival of the emergency services.

Control of Substances Hazardous to Health (COSHH)

- It is the responsibility of the Health and Safety Manager to ensure that all substances are supported with adequate information and instructions for use. The Health and Safety Manager must ensure that all employees, sub- contractors and agents are instructed informed and trained in using such substances before use and, where necessary make arrangements for adequate supervision.

Precautions when using Substances

The following precautions should be taken by all employees, sub-contractors and agents:

- Ensure familiarity of rules governing the use of hazardous substances.
- Handle hazardous substances with care and in accordance with instructions on the hazardous material information sheet.
- Use personal protective equipment as is necessary.
- After handling hazardous substances, ensure that hands are thoroughly washed before eating, drinking or smoking.
- In the event of a spillage or contamination, the nature of the substance and its source should be established, then follow the correct procedure as outlined on the hazardous material information sheet.

Work Equipment

We will take all reasonable steps to meet the requirements of the Provision and Use of Work Equipment Regulations and any other relevant legislation, particularly with regard to performance standards of equipment and statutory inspections.

Records of plant / equipment wholly owned by us will be compiled and maintained for the purpose of planned, preventative maintenance in accordance with current legislation.

Where our employees, sub-contractors and agents are likely to be exposed to potentially hazardous situations, through plant / equipment not in our ownership, such matters must be brought to the notice of those responsible for such equipment. Such plant / equipment must not be used until all faults have been rectified.

Before using any work equipment all employees, sub-contractors and agents must:

- Ensure they are authorised to use it and be familiar with the manufacturers operating instructions, prior to use.
- Be familiar with manufacturer's safety instructions, prior to use.
- Report, immediately any sign of irregular operation.
- Check all electrically powered items of equipment for signs of damage, i.e. cables and plugs.
- Check all portable electrical powered items, they are to use has been tested and shows a pass label.
- Check all guards are secure and correctly fitted prior to use.

Personal Protective Equipment

- All employees, sub-contractors and agents, must wear / use appropriate personal protective equipment.

Manual Handling

Cotswold Natural Stone will take all reasonable steps to meet the requirements under the Manual Handling Operations Regulations 1992 including:

- The analysis of all manual handling activities to assess risk and take appropriate measures to avoid or reduce such risks to the lowest levels reasonably practicable.
- Provide suitable and sufficient information, instruction and training (and where necessary supervision) to control any risks that cannot be eliminated by other means.
- It is a condition of all who may work for us will to abide by all health and safety rules, policies and procedures currently in effect at Cotswold Natural Stone Ltd.

We are committed to high safety standards and they regard Health and Safety at Work as being of paramount importance. It must be clearly understood by every employee, sub-contractor and agent, before they commence work on behalf of us will be aware of all Health and Safety Regulations and ensure compliance with their obligations both at Common and Statute Law.

Your responsibilities:

- It is the responsibility of the employee, sub-contractor or agent to maintain familiarity with, and compliance with, any obligations and statutory duties applicable to their work. Approved Codes of Practice and Guidance notes must be used as reference where appropriate. Any additional requests in the interests of health and safety must be complied with.

You are responsible for:

- The safety and security of any plant and materials that you may bring on the our clients premises
- Obtaining permission to use the equipment (such equipment must be used in a safe and proper manner)
- Any of our tools or equipment requiring servicing or maintenance are brought to the attention of the directors.
- Ensuring that tools and equipment are only used by adequately trained persons, unless undergoing training under supervision.

Alcohol or Drugs:

- Employees, sub-contractors or agents will not bring onto our premises (or any of their clients premises/sites) sell, give, barter or otherwise dispose of any alcoholic liquor, drugs (except prescribed drugs) or any other such product.
- Employees, sub-contractors or agents shall not permit the consumption or presence of any alcoholic liquor or drugs (except prescribed drugs) on any premises / site at any time. Nor shall the employees, sub-contractor or agent or anyone employed or being trained by them be allowed to be present on the premises / site if such a person is judged to be under the influence of any intoxicating liquor or drug.
- Any person contravening this requirement will be removed from the premises / site by any person appointed by us or their clients.

