

## Health and Safety Policy Statement

This is the Health and Safety Policy Statement of Elder Engineering (Herts) Ltd (hereinafter referred to as 'the Company') as required under Section 2(3) of the Health and Safety at Work etc. Act 1974.

It is the general policy of the Company to ensure the health, safety and welfare at work of employees, contractors, visitors and members of the general public who may be affected by its work activities.

Furthermore, the Company will endeavour to comply with its legal duties, responsibilities and obligations under the relevant health and safety legislation, together with any relevant codes of practice and guidance notes issued by the Health and Safety Executive (HSE).

The Company will attempt to achieve these objectives by:-

- (1) Providing and maintaining a working environment that is, so far as is reasonably practicable, safe and without risks to health, and complies with all relevant legal requirements.
- (2) Providing and maintaining suitable and satisfactory facilities and arrangements for the welfare at work of employees.
- (3) Providing and maintaining, so far as is reasonably practicable, premises and other places of work that are safe and without risks to health, including safe means of access and exit.
- (4) Ensuring, so far as is reasonably practicable, that plant, machinery, equipment or appliances for the time being on the company premises, or otherwise used by employees, are safe and without risks to health.
- (5) Providing such information, instruction, training and supervision as is necessary to ensure, so far as reasonably practicable, the health and safety at work of employees.
- (6) Ensuring that the use, handling, storage and transport of articles and substances are, so far as is reasonably practicable, safe and without risks to health.
- (7) Consulting with employees on a regular basis regarding matters of health and safety.
- (8) Identifying all reasonably foreseeable hazards and assessing the associated risks with a view to eliminating, reducing or controlling them.
- (9) Reviewing and up-dating of this policy on a regular basis.
- (10) Ensuring that all employees have access to a copy of this policy.

### Management Responsibilities

Managers and supervisors are responsible for ensuring the effective implementation of Health and Safety Policy within the Company and for supporting all persons carrying out the policy and its objectives.

They must also ensure that suitable and adequate risk assessments and other systems and procedures are adhered to at all times.

They are also responsible for ensuring that all employees under their control receive adequate information, training and supervision in order that they can work safely.

## Employee Responsibilities

All persons within the Company must be aware of their responsibilities regarding health and safety matters.

Employees responsibilities include:

- (1) Conforming to all relevant company rules and regulations.
- (2) Not misusing any equipment issued in the interest of health, safety or welfare.
- (3) Correct use of company supplied PPE equipment making sure it is in good order and informing line managers if replacements required.
- (4) Ensuring that accidents and incidents are reported promptly and fully to the appropriate person, manager or supervisor.
- (5) Keeping all work areas clean and tidy.
- (6) Complying with any instructions issued by their manager or supervisor.

Employees must appreciate the possible serious consequences of failing to comply with such responsibilities and remember that this may result in disciplinary action and/or legal action being taken against them.

Signed :



Name : Tony Worsley

Title : Managing Director

Date : 15<sup>th</sup> August 2025