

1. **General Policy**

At Speedclad Limited our policy is to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees and others who may be affected by our work activities. The minimum standard we will adopt to achieve this is compliance with relevant legal requirements including the Health & Safety at Work Act 1974, along with codes of practice and the requirements of ISO 45001:2018. Our aim will be to fulfil the spirit of the law and standards and not just comply with technical requirements. At Speedclad we recognise that health, safety and welfare are integral with other business matters and we will:

- 1.1 Ensure that our health and safety policy and objectives are communicated to, and understood by, all employees and others working under our control
- 1.2 Consult with employees, and others working under our control or interested parties, on matters that may affect their health, safety and welfare
- 1.3 Actively encourage the participation of employees, and others working under our control, in the effective operation, development and continual improvement of our health and safety management system.
- 1.4 Remain committed to eliminating hazards and reducing risks. We will assess the risks arising from our activities and provide adequate control to these with procedures that best promote health, safety and welfare at work
- 1.5 Provide information, instruction, training and supervision for employees and others working under our control and ensure that individuals are competent to carry out their tasks
- 1.6 Provide and maintain safe plant and equipment and ensure the safe handling and use of substances
- 1.7 Prevent incidents, accidents and instances of work-related ill health
- 1.8 Maintain safe and healthy working conditions
- 1.9 Review and revise this policy at regular intervals to ensure its ongoing suitability, adequacy and effectiveness and the continual improvement of our health and safety performance

2. **Organisation & Arrangements**

- 2.1 The organisation and arrangements for implementing this policy are to be found in the company's Business Management System
- 2.2 Health & Safety Objectives shall be set in line with this policy. These are documented in the Business Plan and are regularly monitored and reviewed

3. **Work Safe Policy & 'Staying COVID-19 Secure'**

- 3.1 Speedclad operates a Work Safe Policy for all employees and subcontractors. Any employee or subcontractor has the right to refuse to carry out work if they feel it is not safe to do so. Any situation which leads to an employee or subcontractor refusing to work on the grounds of health and safety should be reported to management immediately and will be investigated and appropriate action taken. Employees or subcontractors refusing to work on these grounds will be supported and will not be penalised, nor will their future prospects with the company be affected.
- 3.2 The main Coronavirus Regulations were revoked in Feb 2022 which removed all existing restrictions, so we now learn to live with Covid-19. However, this does not mean the end of the pandemic and there are still actions we can take to reduce the risk of catching Covid-19 and transmitting it. Our focus remains to ensure the Health, Safety, & Wellbeing of our employees, sub-contractors and we will adopt and follow the revised "Guidance for living safely with respiratory infections, including coronavirus (COVID-19)", which include:
 1. Get vaccinated;
 2. Let fresh air indoors & ensure adequate ventilation;
 3. Practise good hygiene: wash hands/cover coughs & sneezes / clean surroundings frequently;
 4. Still consider wearing a face covering or mask to reduce risk of catching or spreading infections.

Authorisation



Tony Blake, Shareholder Director
Paul Dingle, Shareholder Director

7th May 2022