

Document ref:	Health & Safety Policy	Rev:	1.2
Date of issue:	26/04/2018	Author:	SHEQ
Ezone Location	03.10.06		

Health and Safety Policy Statement

In accordance with its duty under Section 2(3) of the Health and Safety at Work etc. Act 1974 and in fulfilling its obligations to both employees and the public who may be affected by its activities; the Directors of the Erith Group have produced the following statement of policy in respect of health and safety.

It is our aim to achieve a working environment which is free of work-related accidents, incidents and ill-health and to this end we will pursue continuing improvements from year to year.

We undertake to discharge our statutory duties by:

- Complying with applicable legal requirements, industry best practice and with other requirements to which the company subscribes regarding Occupational Health and Safety.
- Identifying hazards in the workplace and on our sites, assessing the risks related to them and implementing appropriate preventative and protective measures.
- Providing and maintaining safe work equipment.
- Consulting and encouraging participation of our employees on matters affecting their health, safety and wellbeing.
- Establishing and enforcing safe methods of work.
- Appointing personnel who have the skills, abilities and competence to undertake their role safely.
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information, ensuring all persons within the organisation are made aware of their individual occupational health and safety responsibilities.
- Identifying opportunities and needs for continual improvement of occupational health and safety performance and the prevention of injury and ill health through reporting near miss and safety observation.
- Providing sufficient funds to meet these objectives.
- Ensuring that health, safety and wellbeing will not be compromised for other objectives.
- Engaging with employees and encouraging participation when setting objectives and targets.

All employees on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents, incidents and ill health for the continual improvement of the health and safety management system.

Our Health and Safety policy will be reviewed annually to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the health and safety policy for the Erith Group.

Signed for and on behalf of the Executive Board:



Steven Darsey
Group Chairman
26/04/2018

Document ref:	Health & Wellbeing Policy	Rev:	1.2
Date of issue:	26/04/2018	Author:	SHEQ
Ezone Location	03.10.06		

Health and Wellbeing Policy Statement

The Erith Group is committed to providing a working environment which promotes and maintains the wellbeing and good health of its staff, supply chain and all other stakeholders engaged in work with them. The Erith Group recognises that people are its most valued resource and their health and wellbeing is essential to effective work performance. This policy is declaration of the Boards' intent to ensure that ill health is neither caused nor exacerbated by work and to adopt a proactive approach to employee wellbeing by actively promoting good health in the workplace.

The aim of this policy will be achieved by:

- Implementing a robust health risk management process to ensure that the health of all workers is protected and maintained, irrespective of their existing health status.
- Ensuring that workers are fit to carry out their designated roles through the provision of medical health surveillance, regardless of job role and a mandatory follow-up medical regime with an occupational health nurse. E.g. operative's, drivers, plant operators - annually, site supervision bi-annually and office staff every three years.
- Making accessible our occupational health nurse, where advice on exercise, diet and work/life balance will be available and should assist workers to make informed choices regarding lifestyle issues.
- Providing suitable arrangements to employees who have notified the company through the employment health questionnaire, results from health surveillance or by informing their line manager of occupational health issues.
- Identifying and implementing mitigation measures to address the risks to health and safety that are associated with fatigue.
- Acknowledging that work-related stress can also affect the health & wellbeing of our people and managing, so far as is reasonably practicable, the risks which are within our control, with the aim of helping to prevent workers from suffering foreseeable work-related stress.
- Actively support people identified with mental health related issues and provide a support network utilising our Mental Health First Aiders.
- Encouraging our workforce to take responsibility for all aspects of their own health which are within their own control. These include: accepting and acting on advice provided by an Occupational Health Nurse, visiting their GPs to ensure that their health is regularly monitored; taking reasonably practicable steps to minimise their own stress levels, and seeking assistance as early as possible if symptoms of stress are experienced.

This policy will be reviewed annually to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the health and safety policy for the Erith Group.

Signed for and on behalf of the Executive Board:



Steven Darsey
Group Chairman
26/04/2018