

2.0: Health & Safety Policy Statement

HarrisonJorge Ltd are committed to effecting the highest standards of health & Safety practice, so far as is reasonably practicable, in conducting our work activities and general business undertakings.

We maintain a clear understanding of our social and statutory obligations towards our employees and the wider community at large. Our policy particularly sets out to:

- Safeguard the health, safety and welfare of our employees and of others who may be affected by our business operations.
- Abide by our company work safe policy, and support those that seek to exercise their right to stop work to avoid unsafe conditions.
- Ensure that our operational activities are effectively controlled with regard to the protection of the working environment.
- Ensure that our operational procedures take into account the Occupational health of all those that may be affected by our works.

We have set out the following key 'organisational' and 'operational' principles to support the effective achievement of our policy objectives.

Organisational Principles:

The board of directors recognises that the effective implementation of our policy is reliant upon the individual and collective competencies of those personnel employed within the HarrisonJorge Limited organisation. To this end the company will:

1. Set out the principal health and safety duties of its employees and objectives for achievements.
2. Provide employees with safe places of work, plant, equipment and substances that are without risk to health when properly used.
3. Provide employees with suitable and adequate training, information and instruction to enable them to understand and fulfil their duties in a competent and diligent manner.
4. Provide a suitable forum for consultation which allows, and encourages, our employees to discuss health and safety matters with senior management.
5. Provide suitable arrangements to ensure that the health and safety performance of our organisation is measured and reviewed with the aim of continually improving overall performance standards.

Operational Principles:

The board of directors recognise the importance of providing, implementing and maintaining effective health and safety in support of our business objectives.

To this end the company will:

1. Set and maintain high operational safety standards to ensure the provision of a safe and healthy working environment for all of our employees.
2. Effectively communicate the company's operational Health & safety procedures to all our employees.
3. Measure and audit the health and safety performance standards of our operational activities.
4. Provide competent health and safety assistance to advise the company and its employees on all H&S matters.
5. Ensure the provision of adequate financial and physical resources to support the effective implementation of its policy.
6. Ensure the review of this policy on a regular basis, or as otherwise necessary, with the aim of continually improving our performance standards.

The Director for Safety is charged with particular responsibility for ensuring policy formulation, implementation and development.

We are committed to a continuous improvement programme in respect to Health & Safety performance within our scope of business activities.



David Flynn
Director.
January 2020.



Marc Skinner
Director for Safety.
January 2020.

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WORK SAFE POLICY:

HarrisonJorge Limited aim to provide a safe working environment, including safe systems of work so far as is reasonably practicable. We are also committed to continual improvement and to implementing an effective Work Safe Policy.

Refusal to work on the grounds of concerns over issues relating to Health & Safety is a key component of the HarrisonJorge Ltd Health & Safety policy. Persons invoking this policy will be supported by the company and are protected from any associated disciplinary action provided that it can be demonstrated that there was a genuine and reasonable cause for concern.

In order to achieve this, we have three essential requirements.

1: Safe Systems of Work

All activities will be risk assessed and suitable and sufficient control measures will be in place and reported to all employees and sub-contractors before the activities are undertaken.

Risk assessments will be carried out in line with the Management of Health & Safety at Work Regulations 1999 and the HSE 'five steps to risk assessment'.

Control measures will be calculated in accordance with a strict hierarchy that will reduce risks to as low as is reasonably practicable.

2: Competent Workforce

Sufficient information and advice is to be provided to ensure the competence of all staff. We do not expect any employees or sub-contractors to undertake any duties unless they are competent have been briefed on the relevant risks specific to the task and have suitable PPE.

3: Safe Behaviours

We require all employees and sub-contractors to work safely at all times and to ensure that others around them work safely.

This includes:

- 1: Complying with site rules and specific procedures and instructions.
- 2: Wearing the correct and appropriate PPE.
- 3: Using the correct tools, plant and equipment.

With all these requirements in place, employees and sub-contractors refusing to work on the grounds of Health & Safety will be fully supported by all management and staff of the company.

We have an obligation to investigate the complaint and if justified to suspend the work and take such measures as are necessary to reduce the risk to an acceptable level. If it is considered that the complaint is not justified the responsible person must explain or demonstrate that the level of risk is acceptable and then require that work continues. Managers and supervisors will be responsible for ensuring that all staff and contractors under their control comply with this policy and shall ensure that:

- 1: A safe system of work is in place before works commence.
- 2: All employees and sub-contractors are competent to complete the works described.
- 3: Arrangements are in place to report unsafe acts.

This policy is reviewed periodically to ensure that it remains relevant and appropriate.



David Flynn
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January 2020.



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