

# Health & Safety

## General Policy Statement

Hardscape Products Ltd recognises that it has responsibilities for the Health & Safety of their workforce and people who could be affected by our work activities. We will assess the hazards and risks faced by our employees during their work and take action to control those risks to an acceptable, tolerable level.

Our Managers and Supervisors are informed of their responsibilities and are required to take all reasonable precautions to ensure the safety, health, and welfare of our workforce and anyone else likely to be affected by the operation of our business.

We always intend to meet our legal and moral obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved through:

- Providing Health & Safety management and leadership in identifying and controlling Health & Safety risks.
- Consultation with our employees on matters affecting their Health & Safety and involving them in Hazard reporting, Health & Safety Committee Meetings, Risk Assessments, and Safe Systems of Work.
- Providing and maintaining safe workplaces, vehicles, plant, machinery, and equipment.
- Ensuring the safe handling, storage, and use of hazardous substances.
- Providing information, instruction, and training for our workforce, taking account of any who do not have English as a first language, or those who may need additional support.
- Ensuring all workers remain competent in doing their work and giving them appropriate coaching and development.
- Preventing incidents, accidents, and cases of work-related ill-health wherever possible.
- Providing sufficient and competent supervision of Health & Safety at work issues.
- Maintaining access to competent advice and support regarding legal guidance and approved codes of practice.
- Providing the necessary resources required to make this policy and our Health & Safety arrangements effective.
- Aiming for a continuous improvement in our Health & Safety performance and management through a process of regular audit and review.
- Review of this policy and associated arrangements on a regular basis using findings from the audit process, staff consultations, and incident investigations to guide change.

We also recognise:

- Our duty to co-operate and work with other employers when we work at external premises, sites, or public areas under their management to ensure the continued Health & Safety of all people who may be present.
- Our duty to co-operate and work with other employers and their workers, when they come onto our premises or sites to do work for us, to ensure the Health & Safety of everyone on our premises.

To help achieve our objectives, and ensure our workforce recognise their duties under Health & Safety legislation whilst at work, we will also remind them of their duty to take reasonable care for themselves and for others who might be affected by their activities. These duties are explained on first employment at induction and set out in an Employee Safety Handbook which is issued to each worker, which sets out their duties and our Health & Safety rules.

In support of this policy, we have created a Health & Safety Arrangements document that specifies how we will carry out a range of tasks and processes, and how we should react to incidents to keep people safe.

*Alex Warren*

Alex Warren  
Managing Director