

Health and Safety Policy 2026

Hardscape Group Ltd. recognise our responsibilities for the Health and Safety of our employees and people who could be affected by our work activities. We will assess the hazards and risks faced during our 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 employees and anyone else likely to be affected by the operation of our business.

Health and Safety Arrangements

We always intend to exceed our legal and moral obligations to provide and maintain a safe and healthy working environment, so far as is reasonably practicable. This will be achieved through:

- Providing competent Health & Safety management and leadership with identifying and controlling Health & Safety risks.
- Consultation with our employees on matters affecting their Health & Safety and Wellbeing, 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 employees, which is inclusive and can be understood by all.
- Ensuring all workers remain competent in their work, giving them appropriate coaching, development, and motivation.
- 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, using the universally recognised development cycle of Plan, Do, Check, Act.
- Review of this policy and associated arrangements on a regular basis using findings from the audit process, employee consultations, incident investigations, and industry developments in knowledge or technology to guide change.

Health and Safety Arrangements continued

We also recognise:

The importance of positive mental Health and Wellbeing, as an aspect just as important as physical health, providing management training, employee advice, wellbeing initiatives & programs, access and signposting to support services, and Mental Health First Aid support. All applicable policies will include Mental Health and Wellbeing considerations to reduce fatigue, stress, mental ill-health, and improve wellbeing. Our strategic and operational commitments to Mental Health are further detailed within our Employee Handbook.

Our duty is to co-operate and collaborate 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.

To help achieve our objectives, and ensure our employees 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 conduct a range of general and specific tasks and processes, and how we should react to incidents to keep people safe.



Alex Warren, Managing Director
Dated: 16th February 2026



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