



Health and Safety Policy 2015

This statement sets out Matt Durbin Associates strategic management commitment for Health and Safety at work. **AIM LOW - TARGET ZERO.** Through the way we work and behave, our people will be protected from risks of occupational injury or ill-health.

Our Health and Safety policy:

We will demonstrate an ongoing commitment to improving Health and Safety at work throughout our company. We will ensure the Health and Safety at work of all our employees or other persons who may be affected by our work activities. We will comply with the requirements of Health and Safety legislation.

This policy reflects our commitment to ensuring that Health and Safety at work is the number one priority to the company.

1) BEING AWARE:

All of our employees have an awareness and understanding of Health and Safety hazards and risks that affect our industry. Adequate resources will be provided to ensure all our employees and our supply chain are aware of this policy and committed to its effective implementation.

There will be active open communication and consultation between all of our people. Any health and safety changes or updates will be integrated into our communications, wherever appropriate.

Part of the Method Statement / Risk Assessment production stage is to consult with the workforce about each individual stage of the task and to jointly assess the H&S issues and control measures surrounding that task.

Management roles and responsibilities for Health and Safety will be defined, as necessary, within job descriptions or profiles. Senior management will ensure that Health and Safety is adequately assessed, controlled and monitored.

We will identify our workplace Health and Safety hazards, and will inform our employees and the supply chain, as appropriate, of these workplace hazards. We will require our supply chain to identify Health and Safety hazards that may impact on our work activities.

2) BEING COMPETENT:

All of our employees have the competence to undertake their work with minimum risks to Health and Safety. Our employees will be adequately instructed and trained on the Health and Safety issues that affect them, and the safe working practices that should be followed. We will work with our supply chain to ensure their Health and Safety competence.

We will identify desired and undesired behaviours for all our people. Additional desired and undesired behaviours will be identified for supervisors and managers who will be expected to show



leadership in health and safety. We will engage with our workforce on health and safety and act on issues raised.

We will assess the risks associated with Health and Safety hazards in the workplace. All of our employees will be informed of the Health and Safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents.

3) BEING COMPLIANT:

Our work activities achieve compliance with legislation, and our employees are empowered to take action to minimise Health and Safety risks. We will report and investigate any accidents, incidents and near misses to drive improvement in our Health and Safety management. Any lessons learnt from such events will be used to take corrective action to prevent recurrences.

We will actively and openly, review and report on our Health and Safety performance against published objectives and targets. Improvement plans will be developed to support the delivery of these objectives and targets.

We will implement management systems to ensure we comply with Health and Safety legislation and continually aim to improve our Health and Safety performance.

We will engage and collaborate with our supply chain to ensure their Health and Safety capability and competence fulfil our expectations.

Our Promise.

We will constantly encourage, develop, review and share Health and Safety good practice both internally and externally.

We will assess our occupational health risks. All of our employees will be informed of the occupational health risks that affect their work. We will take action to prevent, reduce or control occupational health risks to an acceptable level and reduce the potential for ill health, including assessing all our employees' fitness for work. Health surveillance will be conducted to satisfy Health and Safety legislation, and we will act to positively influence our people's health.

Our policy will be delivered by ensuring the real engagement of all our employees and our supply chain.

This policy has immediate effect and replaces all previous versions. This policy will be reviewed and amended, as necessary.

M Durbin

**Matt Durbin
Managing Director
Matt Durbin Associates Ltd.**