

HEALTH AND SAFETY POLICY STATEMENT

Denholm Rees & O'Donnell Ltd.'s OH & S objectives are to prevent accidents and cases of work-related ill health (**physical and mental**) by managing the health and safety risks in the workplace. This policy is therefore designed to eliminate all possible risks of injury, ill health.

The company recognises its responsibilities to comply with all relevant health and safety legislation and to provide clear instructions, information, and adequate training, to ensure employees and third parties are competent to do their work, as it is within the company power. To achieve this, the company has introduced a management system in line with **ISO 45001:2018**, to achieve our goals and implement our policy the active co-operation of **all** employees and third parties is essential. The Consultation with Employees Regulations 1996 requires employers to consult with employees on any matters affecting their health and safety. We will do this through our Health & Safety Committee which meets on a regular basis and is represented by all levels of the organisation.

Responsibilities for health and safety will be effectively assigned to management to ensure effective operations of this policy.

Employees

The Health & Safety at Work Act 1974 (Section 7) and the Management of Health & Safety Regulations (Regulation 14) place a legal requirement on employees to co-operate with the employer in all matters relating to health and safety. You will be expected to act in such a way as not to endanger your own or anyone else's health and safety.

General

Specific areas of health and safety e.g., fire evacuation, will be addressed under appropriate section of the general policy. Training will be made available for employees.

In line with our commitment to continual improvement this policy will be updated annually and amended accordingly.

Signed

A handwritten signature in black ink, appearing to be 'Ian Johns', is written over a faint, illegible background.

Name – Ian Johns
Position – Managing Director

Date – 1st February 2022