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# Health and Safety General Policy Statement

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Neil Shacklock Plumbing and Heating Contractors Limited recognises that its workforce is a key resource and it is the Company's policy to prevent, insofar as is reasonable practicable to do so, during the course of their work or duties being undertaken, to minimise risk and prevent injury, ill health, diseases and incidents to any employee and others who may be affected by their work, including Contractors, Sub-contractors, the self-employed and visitors.

Whilst duties and tasks may be delegated, the overall responsibility will remain with senior management to ensure that the Company complies with all relevant statutory Health and Safety legislation, Common Law, approved codes of practice and other requirements to which the Company subscribes from time to time.

To ensure that this policy can be successfully implemented, the Company and its directors will provide such adequate and appropriate resources as is reasonably practicable, including access to competent specialist advice where necessary.

Information from risk assessments, performance-monitoring activities, employee feedback and assistance from any designated Health and Safety consultants, will be used to identify the health and safety training needs of employees and to provide a process that will enable the Company to continually improve its Health and Safety performance.

The Health and Safety Manager is responsible for the day-to-day control of Health and Safety and is the point of contact for employees on these matters. The Health and Safety manager will be supported by an external Health and Safety consultancy.

In order to manage Health and Safety and Environmental issues within the Company effectively, a documented management system compliant with OHSAS 18001 has been established. Wherever possible, employees are involved or consulted in the implementation of Health and Safety policy to ensure their understanding of it and their commitment to it.

The Company maintains a training programme to ensure all employees are competent to carry out their duties and responsibilities and are aware of Health, Safety and Environmental aspects of their work. An effective system for the communication of Health, Safety and welfare information will be maintained and this document shall be issued to each employee and others as appropriate., so that they are made aware of the known or suspected hazards associated with or arising out of work or duties assigned to them and to make them aware of their individual Health and Safety obligations.

Neil Shacklock Plumbing and Heating Contractors Limited are currently members of CHAS, SMAS and Safe Contractor and all of our working methods have been designed to comply with the requirements and standards of the above associations.

This policy shall be periodically reviewed by the Directors, to take into account changes in legislation, changes in the nature and range of activities carried out by the Company and to take advantage of operational experience, negative or positive, as often as may be necessary.

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**This policy has been approved & authorised by:**

**Name:** Damian Shacklock

**Position:** Managing Director

**Date:** May 2015

**Signature:**

A handwritten signature in cursive script, appearing to read 'D Shacklock', written in black ink.