

## 4.2 HEALTH & SAFETY POLICY

### 1. General Statement

The Company is fully committed to meeting its responsibilities under the **Health and Safety at Work, etc Act 1974**, the **Management of Health and Safety at Work Regulations 1999 (as amended)**, and associated protective legislation, both as an Employer and as a Company. To achieve those objectives it has appointed designated member(s) of staff to be responsible for Company health and safety; to keep workplace health, safety and welfare procedures under constant review; to continually improve; to set achievable and realistic targets, to liaise with the Health and Safety Executive wherever necessary; and to keep the Company and its Board of Directors abreast of new legislation, EU Directives, Regulations and British Standards, in order to ensure ongoing compliance with the law.

The main responsibility for health and safety lies with the Managing Director and the Board of Directors. The Company is bound by any acts and/or omissions of the Managing Director, any executive director or manager, giving rise to legal liability, provided only that such acts and/or omissions arise out of and in the course of Company business.

To comply with its statutory and common law duties, the Company has arranged insurance against liability for death, injury and/or disease suffered by any of its employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of the Company.

Company employees agree, as part of their contract of employment, to comply with their individual duties under both the **Health and Safety at Work, etc Act 1974**, and the **Management of Health and Safety at Work Regulations 1999 (as amended)**, and will co-operate with their Employer to enable him to carry out his health and safety duties under the Act. Failure to comply with health and safety duties, regulations, work rules and procedures regarding health and safety, on the part of any employee, may lead to dismissal in the case of serious breaches or repeated breaches; such dismissal may be instant and without prior warning.

In accordance with the **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013**, the Company has instituted a system for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, in addition to its statutory duty to provide an Accident Book. The Company will comply with its duties towards employees under the **Health and Safety at Work, etc Act 1974**, and the **Management of Health and Safety at Work Regulations 1999 (as amended)**, so far as is reasonably practicable, in order to:

- Provide and maintain plant and systems of work that are safe and without risks to health, a safe place of work, a safe system of work.
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- Provide such information, instruction, training and supervision as may be necessary to ensure the health and safety at work of its employees.
- Make regular risk assessments available to employees.
- Take appropriate preventive/protective measures.
- Provide employees with health surveillance where necessary.
- Appoint competent personnel to secure compliance with statutory duties and to undertake reviews of the policy as necessary.

In order to meet its obligations towards the general public and all lawful visitors to the Company's premises, the Company will pay strict attention to its duties under the **Health and Safety at Work, etc Act 1974** and the **Occupiers' Liability Acts 1957 and 1984**.

This policy has been prepared in compliance with Section 2(3) of the **Health and Safety at Work, etc Act 1974** and binds all directors, managers and employees, in the interests of employees and customers. We request that our customers and visitors respect this policy, a copy of which can be obtained on demand.

Signed:  
Barry Foley  
Managing Director  
Tree Wise Men SE Ltd  
May 2024



Review Date: May 2025