



## **HEALTH AND SAFETY POLICY STATEMENT**

It is the intention of G.R. Carr (Essex) Ltd in conducting its business to protect the health and safety of all employees, sub-contractors, visitors, and clients' employees by maintaining a safe place of work at all locations where works are undertaken by the Company.

In accordance with G R Carr's duty under Section 2(3) of the Health and Safety at Work Act 1974 as well as being pursuant to the requirements of ISO 45001:2018 and fulfilling its obligations to both workers and all persons who may be affected by their undertakings; the Directors of G.R. Carr (Essex) Ltd are committed to:

- ◆ A risk-based approach towards health and safety at work to prevent injury and ill-health;
- ◆ Eliminating hazards and reducing occupational health and safety risks;
- ◆ Continually improving the occupational health and safety management system;
- ◆ Promoting consultation and participation of workers and their representatives;
- ◆ Complying with all legal requirements, codes of practice, industrial standards, and other compliance obligations;
- ◆ Arrangements for ensuring safety and absence of health risks in connection with the use, handling and storage of articles and substances;
- ◆ Provide a safe working environment for all employees and others who may be affected by our activities;
- ◆ The provision of such information, instruction, training, and supervision as is necessary to ensure the Health and Safety of employees;
- ◆ The maintenance of the workplace to ensure that it is safe and without health risks including means of access and egress;
- ◆ The provision and maintenance of a working environment for employees that is safe and free from health risks, adequate facilities, and arrangements for employees' welfare;

We recognise that successful Health and Safety Management can only be achieved with support and commitment for our employees. All employees will be actively encouraged to take ownership of the Health and Safety and participate in the process of continue improvement. All employees and contractors will be made aware of their Health and Safety obligations and compliance with them and this policy as a condition of employment.

Responsibilities for Health and Safety are defined in our Occupational Health and Safety Management System which forms part of our integrated Management System which conforms to ISO 45001:2018 for Occupational Health & Safety Management, ISO 9001:2015 for Quality Management and ISO 14001:2015 for Environmental Management.

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To ensure continual improvement of the OHS management system and its performance, G R Carr shall regularly monitor and review the Occupational Health and Safety Management System to ensure its effectiveness and will undertake the following actions:

- ◆ Ensure sufficient resources are available to meet the objectives of the Occupational Health and Safety management system, as well as current applicable legislation;
- ◆ Establish effective arrangements to draw the Occupational Health and Safety Management System to the attention of employees so that they are aware of their obligations;
- ◆ To communicate the Occupational Health and Safety Management System so it is understood and implemented by all employees;
- ◆ Ensure all employees are aware of their individual Occupational Health and Safety obligations;
- ◆ Management shall seek the support of employees with respect to Occupational Health and Safety;
- ◆ Establish effective arrangements for employer / employee consultation and participation;
- ◆ Maintain company systems for the on-going identification of hazards, the assessment of risks and the implementation of necessary control measures;
- ◆ Making the Health and Safety Policy available to relevant interested parties;
- ◆ Ensure only competent contractors are approved and used for works undertaken;
- ◆ Maintain records as objective evidence to show compliance with Occupational Health and Safety Management System;
- ◆ This policy will be reviewed on an annual basis;

Signed

Dated 5<sup>th</sup> January 2024

Stephen Gilliland  
Director

John Riley  
Director

John Gilliland  
Director

Daniel Riley  
Director

This Health and Safety Policy Statement is displayed at all locations where works are undertaken by the Company and all employees are encouraged to read it and communicate any query to their line Manager, SHE Manager or Director