



Health and Safety Policy

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Introduction

This Health and Safety Policy has been prepared to comply with the statutory requirements of Section 2(3) of the Health and Safety at Work Act 1974.

Contained within this document are MW Cripwell Ltd's policy, organisation and arrangements for occupational health, safety and welfare, for all the Company's business activities.

Good health and safety performance is recognised as being consistent with overall successful business performance. The Company recognises that failure to integrate health and safety into its operations will result in harm both to people and itself. Therefore MW Cripwell Ltd takes an integrated approach where managing health and safety forms part of the overall business strategy.

Section One – Policy

Health and Safety Policy Statement

This statement describes the general standards of how MW Cripwell Ltd intends to meet the requirements of health and safety legislation and provide a healthy and safe working environment for its employees and all those involved in its operations and business activities.

MW Cripwell Ltd recognises that good health and safety has positive benefits to the organisation and a commitment to high levels of safety makes good business sense. It also recognises that health and safety is a business function and must, therefore, continually progress and adapt to change.

As there are distinct benefits to be gained from providing a safe and healthy working environment, appropriate levels of resource will be allocated to ensuring health and safety within the organisation. A positive culture will be encouraged within the organisation; actively supported by senior management.

This Policy also acknowledges responsibility in respect of persons other than employees of the Company, whether members of the public, employees of contracted companies or visitors.

The performance of both individuals and the organisation will be monitored to pre-determined standards with continual improvements being made to health and safety standards.

The Company will ensure that there are arrangements put into place for the effective planning, development and review of this Policy Statement.


MW Cripwell Ltd will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.


The Company will provide the necessary information, instruction, training and supervision for employees and others, including temporary staff to ensure their competence with respect to health and safety.

Adequate planning, monitoring and review of the implementation of this Health and Safety Policy will be carried out. In order to ensure that this general statement is achieved, the following will form MW Cripwell Ltd's aims and objectives:

1. MW Cripwell Ltd considers that health and safety rates equal to all other business functions and will attach equal importance to achieving health and safety targets.

2. MW Cripwell Ltd will devote the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of its staff, contractors and visitors.
3. The Company will endeavour to ensure that all relevant Regulations and Approved Codes of Practice are complied with. The minimum standards that will be adopted by the Company are those required by law.
4. MW Cripwell Ltd recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. Employees will have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required.
5. The Company will ensure that health and safety is fully integrated into the management and decision-making processes within the organisation.

Signed 

Date 

Steve Locke
Managing Director
MW Cripwell Ltd

Environmental Policy Statement

MW Cripwell Ltd recognises the need to operate the business in a manner which reflects good environmental management. The Company is aware of the environmental impacts of its operations and will balance its business with the need to protect the local and global environment.

Our Environmental Policy shall earn the confidence of employees, shareholders, customers and the general public by demonstrating our commitment to comply with all relevant environmental legislation and minimise pollution, resource use and waste, where feasible, through the continual improvement of performance in all areas of the Company.

The Company have demonstrated a commitment to identify all activities that have the potential to cause an environmental impact, as well as providing adequate resources to help minimise or prevent any negative impact.

In order to achieve this commitment, we will:

- Identify all environmental impacts that the Company contributes to and establish environmental management procedures that can be incorporated into all business decisions, in a cost effective manner
- Regularly measure and evaluate our environmental performance, and improve where necessary
- Promote a culture of continual environmental improvement within the Company
- Delegate the responsibility for environmental matters to the appropriate levels in the Company
- Consistently increase the awareness to customers and provide necessary training to all our employees to ensure environmentally responsible concepts are integrated into their normal working practices
- Demonstrate control of all our operations and ensure that all are performed with due consideration of the environment
- Identify and mitigate against potential accidents that could result in an environmental impact, so that if an accident did occur the consequences would be minimised
- Use products that have a negligible environmental impact, where appropriate options exist
- Minimise the storage and use of all articles and substances, where appropriate

- Reduce the consumption of resources (energy, materials, packaging), where feasible
- Minimise waste through a commitment to re-use, recover or recycle, where feasible

It is our duty to ensure that good environmental management is practised in all contracts and projects that we are involved in, and we will seek to influence customers to demonstrate a positive environmental commitment.

The Company will communicate the Environmental Policy to all MW Cripwell Ltd employees, and it will be freely available to customers, shareholders and the general public.

The Managing Director is personally responsible for the environmental performance of the Company and signs this Policy Statement in acknowledgement of this overall responsibility.

Signed Steve Locke Date 5th May 09

Steve Locke
Managing Director
MW Cripwell Ltd

Section Two – Organisation

Organising for Safety Means:

Control

Managers taking full control of health and safety as a line management function. Health and safety integrated into all day to day activities. They should ensure that minimum performance standards are achieved through effective supervision.

Co-Operation

Involvement and participation by individuals to ensure that health and safety becomes everybody's effort. Seek the opinion of the workforce on health, safety and welfare issues.

Constructive suggestions for the improvement of health, safety and welfare within the Company are welcomed from any employee.

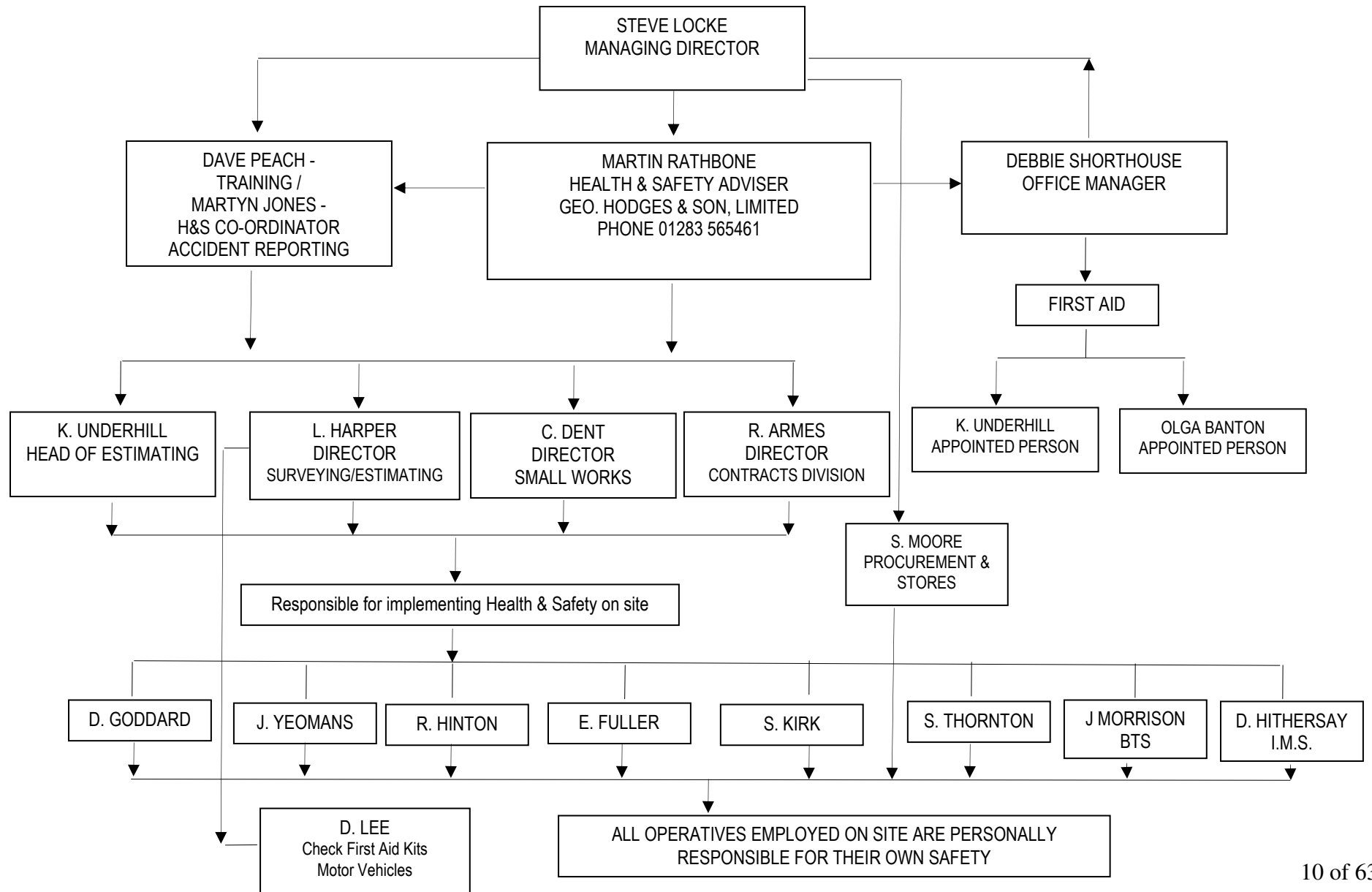
Communication

The communication of health and safety standards to all employees and those involved externally, such as sub-contractors. The visible and active leadership of managers is necessary to develop and maintain a culture supportive of health and safety management. The aim is not simply to avoid accidents, but to motivate and empower people to work safely.

Competence

Line-managers must be competent to manage safety. MW Cripwell Ltd will ensure that minimum competency levels are identified and fulfilled so that everyone can make the maximum contribution to health and safety.

M W. CRIPWELL LIMITED - Health & Safety Organisation Chart.



General Organisation

Arrangements for health, safety and welfare will be organised by MW Cripwell Ltd, and Steve Locke has ultimate responsibility on behalf of the Management Board.

Geo. Hodges & Son Ltd have been appointed as external Health and Safety Adviser to undertake site inspections and visits and to give advice as requested. This will include the production of site safety inspection reports which can be used to assist with monitoring and improving the health and safety standards and systems.

General Responsibilities

Directors and management are responsible for the implementation of this Policy and for determining the Company's focus on health, safety and welfare matters, including revision of this Policy.

All employees are expected to take reasonable care for the health, safety and welfare of themselves and of others who may be affected by their acts or omissions.

Employees, responsible for supervision, are expected to promote and encourage health and safety awareness in employees and sub-contractors under their control.

All employees should be aware of and have knowledge of the current best practice guidance and equipment relevant to their work activities.

Consultation

Employees will be consulted in accordance with the Health and Safety (Consultation with Employees) Regulations 1996 whenever there are changes in the Company's work procedures or in the arrangements for health, safety and welfare. Consultation will be either directly with the employees or with a group of employees elected as the 'representatives of employee safety'.

Regular consultation is achieved in the Health and Safety meetings. These are held every two months and have attendees from the workshop, electrical, mechanical, fire alarms, office staff and the training manager.

Objection on Safety Grounds

The company will not permit employees to undertake activities for which they are not adequately trained and sufficiently experienced.

If such a situation were to arise, the employee has a duty to notify any shortcomings in health and safety arrangements, even when no immediate danger exists, to his supervisor and this could give rise to an objection on safety grounds to undertaking the work.

Responsibilities for Health and Safety

The following responsibilities are the main duties of management and are in addition to those outlined in the earlier section on general responsibilities.

Responsibilities of the Managing Director

The Managing Director is responsible for understanding the main requirements of the Health and Safety at Work Act 1974. This includes:

- a. Reviewing the performance of directors and allocating the necessary resources for health and safety
- b. Organising and managing health and safety integration
- c. Ensuring equal importance is applied to health and safety integration
- d. Ensuring equal importance is applied to health and safety as to other business functions

The Managing Director assumes ultimate responsibility for health and safety.

Responsibilities of Directors and Management

To ensure the health, safety and welfare at work of employees, by providing and maintaining:

- a. Relevant Risk Assessments.

- b. Safe Systems of Work.
- c. Safe plant or equipment.
- d. Safe methods of handling, transporting articles and substances.
- e. Supervision, training, instruction, information.
- f. Health and Safety records.
- g. Safe places of work and safe access/egress.
- h. Safe and healthy working environment.
- i. Appropriate personal protective clothing and safety equipment.
- j. Welfare facilities.
- k. Health surveillance (determined by substances used or generated).

To ensure that all employees are aware of their responsibilities under health and safety legislation and that these apply at all times.

To ensure that no persons, including sub-contractors, visitors and members of the public, have their health and safety placed at risk as a result of the Company's activities.

To ensure that a safe place of work and safe access/egress is provided in any premises under the Company's control.

Ensure that a copy of the Company Policy for health and safety is issued to all managers and appropriate departments.

Maintain a list of policy holders and ensure that they receive copies of any amendments or revisions to the Policy.

Ensure all hazards reported by the safety adviser on site inspection reports are notified to appropriate managers or departments.

Confirm that follow-up action is taken and recorded with respect to those reports.

Maintain a record of all accidents reported from site and ensure that the safety adviser has been notified in accordance with Company policy.

Ensure that the investigation reports, prepared by the safety adviser, of serious accidents are passed to company insurers for information.

Arrange regular meetings with the Health and Safety Co-ordinator and others as necessary in accordance with this Policy, to discuss accident prevention, training

requirements, future work etc. Keep records of all meetings and ensure that any follow-up action has been carried out as agreed.

Ensure that statutory documents and first aid equipment is ordered for each new site.

Notify the safety adviser of all sites requiring a safety inspection on a monthly basis.

Collate information for the health and safety file and pass copies to the CDM Co-ordinator as required.

Responsibilities of Health and Safety Co-ordinator

To ensure all employees have access to the Health, Safety and Environmental Policy.

To ensure that Fire Marshals are nominated and trained.

To ensure that qualified First Aiders are available and their names published.

To maintain a Health and Safety notice board.

To arrange for Display Screen Equipment Risk Assessments.

To arrange and maintain regular plant servicing for all plant.

To arrange and maintain regular servicing and/or testing of office portable electrical appliances and fire fighting equipment.

To maintain Health and Safety Records and Archiving, including employees' health and safety training, accident investigations, records of first aid and DSE assessments.

Maintain COSHH Risk Assessments and Workplace Risk Assessments including Disability Discrimination Act Assessments and compliance reviews.

Ensure issues highlighted in health and safety audits are resolved and closed out.

Ensure issues highlighted in accident investigation reports are resolved and corrective actions implemented.

Responsibilities of Supervisors

Understand the requirements of the site's Health and Safety Plan.

Control and monitor working at height.

Organise so that work is carried out to the required standard with minimum risk to employees, other contractors, the public, equipment or materials and where applicable in accordance with the requirements of the site's Health and Safety Plan.

All information relating to underground and overhead services on the workplace is obtained and that services are located, marked and plotted accurately before work starts.

Where necessary, issue written instructions setting out the method of work. Check that contractors engaged in activities are working in accordance with their agreed Method Statement and that details of other relevant Risk Assessments are available. Update the health and safety file appropriately.

Establish emergency arrangements in accordance with the Health and Safety Plan.

Accompany HSE Inspector on site visits, record what the inspector has to say in order that management team can be briefed and act on his recommendations. In the case of the Inspector issuing a Prohibition or Improvement Notice, complying with any requirements of the notice and immediately contact the contracts manager.

Ensure that:

- Copies of regulations are available and statutory notices are prominently displayed. Know the requirements of relevant legislation and ensure that they are observed on site.
- Risk Assessments have been carried out on any substance, process or work activity hazardous to health and safety, and that appropriate control measures, training, instruction, protective clothing etc. have been provided.

- The Construction Phase Health and Safety Plan is available on site before construction work commences and that it is updated as work progresses to ensure that it reflects the activities in progress or about to be progressed.

An assessment has been carried out on any noisy process or plant hazardous to health and that appropriate control measures, training, instruction, protective equipment etc. have been provided.

Ensure that the “Competent Persons” appointed to make the necessary inspections of scaffolding, excavations, plant, etc. have sufficient knowledge and experience to evaluate all aspects of safety relating to the item being inspected.

Supervisors and operatives under your control are aware of their responsibilities for safe working and that they are not required or permitted to take unnecessary risks.

Fire Risk Assessments have been carried out and appropriate precautions have been taken for site offices, welfare facilities and work areas, that any flammable liquid or liquefied petroleum gases are stored and used safely.

Any electricity supply is installed and maintained in a safe and proper manner.

Keep all registers, records and reports up to date and properly filled in and ensure that they are kept in a safe place.

Arrange delivery and stacking to avoid double handling and ensure that off-loading and stacking is carried out in a safe manner.

Protect all overhead services in accordance with the advice received by the local electricity supply operator before work starts.

Plan and maintain a tidy workplace.

Implement arrangements with contractors and others on site to avoid confusion about areas of responsibility for health, safety and welfare, and ensure liaison is maintained.

Ensure that all machinery and plant in the workplace, including power and hand tools, are maintained in good condition and that all temporary electrical equipment on site is not more than 110 volts.

Ensure that adequate supplies of protective clothing and equipment are maintained on site and that the equipment is suitable.

Ensure that protective clothing and equipment is issued when required and that records are kept of issue in a “Protective Clothing and Equipment Issue Register”.

Ensure that adequate first aid facilities are available and that all persons are aware of their location and the procedure for receiving treatment for injuries.

Co-operate with the safety co-ordinator and adviser. Ask for their advice before commencing new methods of work or potentially hazardous operations.

Ensure that any accident which results in an injury to any person (not just employees) and/or damage to plant or equipment is reported in accordance with Company policy.

Incorporate safety instructions in routine orders and see that they are obeyed.

Ensure that new employees, particularly apprentices and young people, are shown the correct method of working and all safety precautions.

Ensure that young employees (under 18 years) do not drive any item of plant or operate any type of tool or equipment except under direct supervision.

Commend operatives who, by action or initiative, eliminate hazards.

Do not allow "horseplay" or dangerous practical jokes and reprimand those who consistently fail to consider their own safety or that of others around them.

Report immediately any defects of plant or equipment.

Report any accident, however minor, to supervision immediately.

Set a personal example by wearing protective clothing and by carrying out your own work in a safe manner.

Look for and suggest ways of eliminating hazards. Bring to the notice of management any improvements or additions to the Company Safety Policy which you feel should be made.

Organise and undertake as appropriate any on-job training requirements for staff requiring enhanced job competence.

Responsibilities of Directors and Senior Management (Construction (Design & Management) Regulations 2007) (CDM 2007)

Where the company is appointed as the Principal Contractor, ensure that the necessary Construction Phase Health and Safety Plan is developed before work is commenced and maintained throughout the construction process. Also that the

Plan's requirements are brought to the attention of all parties involved and work is undertaken in accordance with the control measures specified in it or identified during the progress of work.

Ensure that the requirements of CDM2007 are complied with as they apply to the work activities undertaken by the Company. In particular, liaison with the appointed "CDM Co-Ordinator" in the development of the Company's response to requirements of the initial and on-site Pre-Construction Information Pack.

When the Company is undertaking work as a Contractor to a Principal Contractor, ensure that the necessary health and safety information and competence assessment is collated and provided for inclusion in the tender response and the Principal Contractor's Health and Safety Plan.

When the Company is undertaking work as a Contractor to a "Principal Contractor" MW Cripwell Ltd will adhere to the Principal Contractor's site health and safety arrangements. This will include adhering to any relevant elements of the Principal Contractor's Health and Safety Policy, as applied on site.

Ensure that the requirements of CDM2007 are complied with as they apply to the work activities undertaken by the Company. In particular, liaison with the appointed "CDM Co-Ordinator" and "Principal Contractor" in the development of the Company's response to requirements of the initial and on-site Pre-Construction Information Pack.

Ensure that necessary information effectively meets the requirements of the Health and Safety Plan, in particular the provision of welfare facilities, working methods and equipment to avoid injury, damage and wastage.

Before tenders are submitted, bring to the attention of the Client or Principal Contractor, any contract involving extremely hazardous materials particularly lead, asbestos or isocyanates.

Determine at the planning stage:

- The most appropriate order and method of work
- Access and temporary works provisions (scaffolding, suspended scaffolds, stagings, excavation supports etc.)
- An assessment of the risk involved with the use of any substance, process or work activity hazardous to health and safety
- Storage facilities
- Allocation of responsibilities, and any necessary liaison requirements between this Company and others on site

- Provision of adequate lighting and safe method of electrical distribution
- Hazards arising from underground and overhead services
- Welfare facilities required
- Fire precautions
- Any particular training or instruction required for site personnel
- Operations which may result in noise levels where action is necessary
- Areas on sites where safety helmets must be worn and include in the Construction Safety Plan
- Notifications to local authorities, police, etc. as required by Company policy

Ensure that contractors are assessed in terms of their health and safety competence and that they provide details of their Health and Safety Policy and procedures and that these comply with the standards set by the Company.

Assess the risks and provide written instructions in unusual situations not covered by Company policy to establish working methods and sequences.

Obtain Risk Assessments from contractors associated with substances, processes or any work activity hazardous to health and safety which they intend to carry out, and check that their planned control measures will provide protection to others on the site.

Responsibilities of Duty Holders (Construction (Design & Management) Regulations 2007) (CDM2007)

Persons appointed under the CDM Regulations are required to undertake specific duties and may include:

- a. No-one to appoint a Co-Ordinator, Designer, Principal Contractor or Contractor unless they have taken reasonable steps to ensure their competence
- b. Everyone to seek the co-operation of others involved in the project
- c. Everyone to co-operate with others when requested to do so
- d. Everyone to report anything that they are aware of that may endanger the health and safety of self or others
- e. All persons to co-ordinate activities with other parties involved in the project in a manner that ensures so far as is reasonably practicable the safety of persons involved in or affected by the construction works
- f. Provision of relevant information for initial assessments following a feasibility study and the intention to build
- g. Carrying out Risk Assessments of all relevant activities
- h. Competent selection of relevant external/internal personnel
- i. Formulation of the Construction Phase Health and Safety Plan
- j. Continual monitoring of Health and Safety Plan
- k. Ensure implementation of the Health and Safety Plan
- l. Making available information for the Health and Safety File
- m. Identifying the need for continued and adequate training
- n. Ensuring that all health and safety requirements are met
- o. Notification of projects to the Health and Safety Executive F10 rev
- p. Advising on compliance to avoid breaches of the Regulations

The roles of the specific duty holders are detailed within the CDM Regulations.

Responsibilities of Operatives

Wear the protective clothing, work wear and safety equipment provided in the correct manner, including goggles, respirators and so on, where necessary. The MW Cripwell Ltd minimum standard of PPE to be worn on site is safety footwear, safety helmets, overalls, hi-visibility jacket or vest.

This applies during the working day. The working day is the period from which operatives are paid – this is at arrival at MW Cripwell Ltd's premises or site, whichever is first, and departing MW Cripwell Ltd premises or site whichever is last.

Adhere to your Risk Assessment and Method Statement. Advise your supervisor if there are changes to the work requirements or if working methods need to change.

Use the correct tools and equipment for the job.

Keep tools in good condition.

Report immediately to supervisor any defects in plant or equipment.

Work in a safe manner at all times. Do not take unnecessary risks, which could endanger yourself or others. If possible, remove site hazards yourself, e.g. remove or flatten nails sticking out of timber, tie unsecured access ladders, etc.

Do not use plant or equipment for work for which it was not intended or if you are not trained or experienced to use it.

Warn other employees, particularly new employees and young people, of particular known hazards.

Do not play dangerous or practical jokes or "horseplay" on site.

Report to supervisor any person seen abusing the welfare facilities provided.

Report any injury to yourself which results from an accident at work, even if the injury does not stop you working.

Report any damage to plant or equipment.

Suggest safer methods of working and additional training needs to your supervisor. Undertake any training provided.

Responsibilities of Sub-Contractors

To ensure that they have the same duties, as outlined above, for their own employees, and others who could be affected by their work activities.

Be aware of and be expected to co-operate fully with MW Cripwell Ltd to avoid accidents and ill health on Company premises.

Sub-contractors are required to supply their Health and Safety Policy or adhere to the MW Cripwell Ltd Policy.

To provide Risk Assessments, Method Statements and insurance cover details, where applicable, for the activities to be undertaken. Evidence should also be provided to show that the submitted documents have been read by relevant personnel.

Responsibilities of Plant Operators

Know the legal requirements affecting the use of your machine and ensure that the machine is used in accordance with those requirements.

Ensure that any defect in the machine is reported immediately to the Company mechanic or a Director. Do not continue to operate the machine if the defect affects its safe use.

Check, prior to starting work, with the site manager or other supervision of the location of underground or overhead services.

Make regular inspections of your machine, daily or before each shift. If the machine is a lifting appliance then the weekly inspections are to be made and recorded in the document provided for the purpose.

Where a Risk Assessment shows that hearing protection is required for certain types of plant then the hearing protection provided is to be worn as instructed.

Never try to use the machine for work for which it was not designed. If in doubt, ask the site manager for advice.

Ensure that if your machine is used for lifting purposes it is sited on firm, level, well consolidated base with suitable bearing timbers used under extended outriggers, if applicable.

Wear suitable safety footwear and protective clothing as you are exposed to the same hazards as others on the site when not in the cab of your machine.

Ensure when operating your machine that other persons are well clear, especially if reversing.

Report all accidents or damage, however minor, to your supervisor..

Ensure, if necessary, that you work with a banksman and, if so, you are both sure before starting work of the meaning of signals which may be used.

Suggest ways to eliminate hazards or improve working methods.

Never use or borrow other contractors plant / equipment or tools.

Responsibilities of Transport Drivers

Do not drive any vehicle you consider to be unsafe.

Make regular inspections of your vehicle for obvious defects including tyres, water, mirrors, windscreens, light lens etc.

Wear suitable safety footwear and protective clothing, as you will be exposed to the same hazards as others on site when not in the cab of your vehicle.

Ensure that any defect in your vehicle is reported immediately to the Company mechanic or a Director.

Do not use a hand held mobile phone at any time whilst vehicle is in motion. Hands free phone use should be kept to an absolute minimum and only until such time as the vehicle can be safely stopped.

Always report to the site office or a site supervisor before travelling around any site.

Ensure that you comply with any direction given by site management and follow any traffic signs when driving on sites.

Get out of the cab of your vehicle when it is being loaded with loose materials.

Drive in a safe manner at all times, and be particularly careful when driving on sites, to consider the conditions of temporary access roads or roads that are under construction and being used for access purposes.

Ensure before reversing that there are no obstructions or people behind the vehicle. Preferably, ask someone to act as banksman when you reverse.

Ensure that when reversing or driving towards an edge, a suitable stop has been provided to prevent the vehicle going over the edge.

Ensure that when you have tipped your load, you do not travel forward until the tipper body has returned to the travelling position. This is particularly important on sites with overhead services.

Report all accidents or damage, however minor, to the Company mechanic or a Director. Complete a Vehicle Defect Report Form.

Ensure that any load on your vehicle is well secured; also that your vehicle is not overloaded or loaded in such a way as to affect the handling of the vehicle.

Ensure that hazardous loads are carried in accordance with instructions, that any necessary signs are displayed and that the appropriate documents are available in the cab.

Do not carry persons unless they can be properly seated and protected with a seat belt.

Vans are only to be used for work purposes – insurance only covers travelling to and from work and journeys for work purposes.

Do not respond to any aggressive behaviour from other road users.

Responsibilities of Company Car Drivers

Do not drive any vehicle you consider to be unsafe.

Make regular inspections of your vehicle for obvious defects and ensure any defects noticed are rectified without delay.

Drive in accordance with Road Traffic Legislation and the Highway Code at all times and be particularly careful when driving on sites to consider the conditions of temporary access roads or roads that are under construction and being used for access purposes.

Do not use a hand held mobile phone at any time whilst the vehicle is in motion. The use of hands free phones should be kept to a minimum and only until such time as the vehicle can be safely stopped.

Ensure that your vehicle is parked in the designated parking area on sites and that the arrangements made under any Health and Safety Plan for the site in terms of access, speed limits and other control measures for vehicles are complied with.

Ensure before reversing that there are no obstructions or people behind the vehicle.

Report all accidents or damage, however minor, to your Director.

Ensure any traffic violations you are involved in, which result in yourself being prosecuted, are reported to your line manager.

Ensure your vehicle is serviced in accordance with the manufacturer's requirements.

Check lights, tyres, oil, water, windscreen wipers and washer reservoir, etc. at least every week.

Do not drink alcohol or take medication, which could affect your driving ability, before driving a vehicle.

Company vehicles are only to be used in accordance with your Employment Contract. Individuals are required to consult their own Employment Contract.

Do not respond to any aggressive behavior from other road users.

Responsibilities of First Aiders

To provide first aid to employees, according to the level of training.

To ensure that the first aid kits are filled and the accident book is available.

To report serious accidents to Management and assist with their reporting under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995. If requested, they should assist with any accident investigation.

Responsibilities of Safety Adviser

Advise on the Company's Health and Safety.

Carry out inspections of all workplaces and, if required, plant, machinery and equipment to ensure compliance of this Policy.

Produce reports of inspections, detailing non-conformances and action required.

Assist and advise management and employees on legislation, safety recommendations, safe working practices, PPE, training etc. Attend site health and safety meetings when requested.

Attend MW Cripwell Ltd's health and safety meetings when requested, observe and make comments.

Responsibilities of Fire Marshals

To ensure that fire fighting equipment, signage and fire evacuation procedures are displayed.

To regularly inspect escape routes and ensure they are kept clear.

On hearing the fire alarm:

- a. To supervise the evacuation of personnel from their area.
- b. To check all rooms, stores, and toilets to ensure full evacuation.

Ensure that refuges are designated for disabled persons in their area.

Responsibilities of Buying / Procurement

Read and understand the Company Policy for Health and Safety.

Ensure that the requirements of the Construction (Design and Management) Regulations 2007 are complied with as they apply to the procurement of materials and services supplied to the Company.

Ensure that all equipment or materials purchased by the Company are to the standards required by Company policy and that they meet the requirements laid down in any Health and Safety Plan to eliminate or reduce risks.

Ensure that all suppliers are asked to provide full information on any hazards associated with the equipment or materials supplied and any precautions required and that this information is passed to relevant supervision to be included in the Construction Phase Plan.

Set a personal example by wearing appropriate protective clothing, if required, to visit sites.

Ensure that suppliers are informed of materials handling arrangements on site so that materials are delivered in suitable size loads.

Ensure that sub-contractors have received lists of responsibilities in accordance with this Policy.

Rates negotiated for work carried out by sub-contractors must include all necessary safety precautions and, where appropriate, separate rates should be included for health and safety measures as defined in the Construction Phase Plan.

Responsibilities of Estimating / Quantity Surveyors

Ensure that the requirements of CDM are complied with as they apply to the Company activities.

Ensure tenders are adequate to cover sound methods of work and suitable welfare facilities and other control measures identified in the Construction Phase Plan developed to meet the requirements of CDM 2007.

Report on unsafe practices observed when visiting sites and non-compliance with the requirements of the Construction Phase Plan.

Have knowledge of the various statutory requirements governing the Company's work.

Set a personal example by wearing appropriate protective clothing when visiting sites.

Responsibilities of Office Workers

Read and understand the Company's Safety Policy and carry out your work in accordance with its requirements.

Ensure that the clothing and particularly the footwear you wear at work is suitable from a safety viewpoint.

Where additional hazards are introduced in your working area or an adjacent area, such as construction work, make sure you comply with the health and safety requirements brought to your attention by your supervisor.

Do not try to use, repair or maintain any office equipment or machinery, or carry out any work activity which may be hazardous to your health and safety, for which you have not received full instructions or training.

Report any defects in office equipment or machinery immediately to your supervisor.

Ensure that you know the position of the first aid box.

Ensure that you know the procedure in the event of a fire, or other emergency and comply with its requirement.

Do not use fire fighting equipment unless you have been trained in its specific use. Report any accident or damage, however minor, to your supervisor.

Ensure that corridors, office floors, doorways, etc. are kept clear and free from obstruction, trailing wires, drawing pins, open desk or filing cabinet drawers or doors.

Do not attempt to lift or move, on your own, articles or materials so heavy as likely to cause injury.

Do not attempt to reach items on high shelves unless using steps or a properly designated hop-up, do not improvise or climb.

Suggest ways of eliminating hazards and improving working methods.

No smoking is permitted within MW Cripwell Ltd's premises, including offices, toilets, car parks and construction sites.

Ensure that when using chemical substances such as cleaners or developers you make sure you comply with the requirements of any Assessment made for its safe use.

If in doubt check with your supervisor.

Warn new employees, particularly young people, of known hazards.

Responsibilities of All Employees

To read and understand the Company's Health and Safety Policy and comply with the prescribed arrangements.

Not to intentionally or recklessly interfere with, or misuse anything provided in the interests of health, safety or welfare.

To use personal protective equipment issued by the Company for their protection.

To only use work equipment, as instructed or trained. No unauthorised use of equipment is permitted; neither repair nor modification is permitted unless express authority is given. Damage to equipment should be notified to the relevant manager.

To be aware of and understand all emergency procedures.

To report all accidents to a manager, including those where no injury has resulted.

To comply with any reasonable instructions given by Managers or appointed persons, for example the Fire Warden(s).

Section Three – Arrangements for Health and Safety

Introduction

The general details of MW Cripwell Ltd arrangements for the management of health and safety are provided within this section. In addition to these arrangements, detailed health and safety will be stated in Risk Assessments and Method Statements for specific workplaces, where it is considered there is significant risk of injury.

Alcohol and Drug Abuse

Alcohol or drug abusers can affect the safety of themselves and others whilst at work. Therefore if any employee or subcontractor is known to be, or strongly suspected of being affected by alcohol or drugs they are to be referred to their immediate supervisor who must arrange for their removal from the workplace. Employees are not permitted to bring substances of abuse onto Company premises or to work.

Any employee who is required to take prescription substances that may affect their performance at work must inform their immediate supervisor. Alternative duties may be allocated to these employees and they must be prohibited from driving/operating plant or equipment and working at height.

Asbestos

The Managing Director will be responsible for the management of asbestos in MW Cripwell Ltd's premises occupied by MW Cripwell Ltd employees.

All operatives and managers must attend the MW Cripwell Ltd Tool Box Talk on Asbestos.

MW Cripwell Ltd's general policy with regard to asbestos is that all asbestos will be removed where it poses a significant risk to health. Asbestos that is not removed will be managed through a regime of inspections to ensure that its condition does not deteriorate. All asbestos related work will be carried out by contractors licensed by the Health and Safety Executive.

Contractors, maintenance workers etc., will be informed of the location of any asbestos and prevented from working in areas when it is likely that the work will result in the disturbance of the asbestos. An asbestos register will be held on file and issued to all interested parties. The Asbestos Survey must be consulted and signed, before any work commences on maintenance or refurbishment projects.

Large amounts of asbestos were used in new and refurbished buildings before 2000. Usage began to decline in the 1970s and blue asbestos (crocidolite) had a voluntary ban in 1970. Blue and brown (amosite) asbestos were banned by law in 1985. Uses of white asbestos (chrysotile) were banned in 1999. Everything else and most second-hand supply (except for very high performance materials) was banned by 2000. A large number of premises still contain some form of asbestos. Workers most likely to come into contact with asbestos-containing products are those in the construction, maintenance, refurbishment and related trades.

The HSE have advised that it is sensible to assume that any building constructed or refurbished before the 1980s will contain asbestos materials i.e. insulation boards, corrugated roof sheets, cement guttering and boilers and associated pipework and lagging.

If any operative discovers a material and thinks it may contain asbestos then work must stop immediately. The operative must report this finding to the site manager.

If asbestos, or what is suspected to be asbestos, which was not identified during the initial assessment of the building is discovered, work must be stopped immediately. Employees of MW Cripwell Ltd are not permitted to handle asbestos products. The Client must be informed and they must protect the area from any further damage and release of fibres. Then they must give an order or call in a competent person / specialist analyst to assess the material to confirm if it is asbestos.

If asbestos is confirmed then a Licensed Contractor will be employed to protect and remove the asbestos to a specified tip that is licensed by the local waste disposal authority. Once the asbestos has been made safe or removed other contractors will be advised and clearance certificates will be available and work can continue with caution, in case any further unidentified asbestos is found.

Reference: will be made to the HSE publication Asbestos Essentials ref HSG210. HSE leaflet IND (G) 289 Working with Asbestos in Buildings will be displayed on all sites as a quick reference guide.

Co-Operation and Care

All employees are expected to co-operate and accept their duties contained in this Policy. Employees have a duty to take all reasonable steps to preserve and protect

the health and safety of themselves and all other people affected by MW Cripwell Ltd 's undertakings. It is essential that there is co-operation between all employees.

Dealing with Aggression and Violence

All employees need to be alert to the potential for aggression and violence, particularly when working alone and away from the office.

Any threat should be taken seriously and should be reported to your line manager and recorded on the Accident Report Form so that any necessary action can be taken to safeguard staff.

Staff will be provided with training in dealing with violence and aggression if required.

Directors and Management

The Director with prime responsibility, is Steve Locke. He is responsible for bringing the Policy to the attention of all management, employees and sub-contractors and ensuring compliance through monitoring arrangements.

This Policy is a live document, which needs to be reviewed at least annually to ensure that it remains current with the Company's activities and changing legislation. It is the responsibility of the Board of Directors, with the assistance of the Health and Safety Co-Ordinator and the external Safety Consultant to assess the implications of new legislation and best practice, investigation reports and site inspections for the Company and to amend the Policy as necessary.

Throughout the organisation, the visible and active leadership of Senior Managers, through to Site Supervisors is necessary to develop and maintain a health and safety culture.

Site Managers have direct control and responsibility for health and safety management within their area of operation and for securing compliance with this Policy.

Disciplinary Procedure

MW Cripwell Ltd's disciplinary procedure is in accordance with the JIB Working Agreement and each individual's contract of employment. These are under separate cover.

Display Screen Equipment (DSE)

The risks to users of DSE will be reduced to the lowest extent reasonably practicable to ensure that the Health and Safety (Display Screen) Equipment Regulations 1992 are complied with.

MW Cripwell Ltd will ensure that the Health and Safety Co-Ordinator will undertake a regular assessment of all workstations staffed by employees who use DSE screens as part of their usual work and will ensure that all workstations meet the requirements put forward in the Schedule to the Regulations i.e. that:

- The risks to users of DSE will be reduced to the lowest extent reasonably practicable
- DSE users will be allowed periodic breaks in their work
- Eyesight tests will be provided for DSE users on request and free of charge
- Where necessary DSE users will be provided with the basic necessary corrective equipment such as glasses or contact lenses

All DSE screen users will be given appropriate and adequate training on the health and safety aspects of this type of work and will be given further training and information whenever the organisation of the workstation is substantially modified.

Driving Company Vehicles

MW Cripwell Ltd requires drivers to be in a fit physical state. Ordinary driving licences are issued by the Driver and Vehicle Licensing Agency (DVLA). Licence holders are under a statutory obligation to notify the DVLA as soon as they become aware that they have any condition which could affect safe driving either now or in the near future.

Company vehicle drivers are required to advise a Director of any endorsement on their Driving Licence.

Company vehicle drivers are required to ensure they have the appropriate licence for the vehicle they are using.

Certain medical conditions are a potential risk in those who drive others, either voluntarily or as part of their work. If members of staff are required to drive as part of their job description, medical clearance will be sought as appropriate and, as with any other pre-employment screening, the offer of employment may be subject to satisfactory medical clearance.

Electrical Power Tools

110v Electrical equipment is to be tested at 3 monthly intervals. All tools used on site are to be 110V centre tapped to earth or of a low voltage unless arranged through the site manager and after controls have been implemented. Staff will be properly trained only to use equipment after they have given it a visual inspection to identify damage or defects, and to use it only for the purposes for which it is intended according to the safe systems of working. Where equipment is found to be faulty repairs and re-testing will be carried out before the equipment is re-issued. All plant found to be faulty is to be given to the site manager who is to ensure that:

1. Arrangements are made to ensure that it cannot be inadvertently or unscrupulously taken back into service.
2. The equipment is returned to the office with a suitable warning that it requires repair.
3. The equipment is returned to the Hire Company with a suitable warning that it requires repair.
4. It is repaired on site by a qualified and competent person only.

All office equipment is to be tested yearly and a general visual inspection is to be undertaken by staff before work with a formal inspection being undertaken quarterly. Authorisation to use 240V on site with RCD protection must be obtained from the site manager before works commence on site.

MW Cripwell Ltd owned electrical equipment will be monitored to ensure the periodic tests are carried out. A register will be kept by a competent person.

Electricity

MW Cripwell Ltd will ensure that electrical installations and equipment are installed in accordance with the Institute of Electrical Engineers (IEE) Wiring Regulations, BS7671 2008 and are safe for use and free from defect.

It is the policy to use 110V equipment or battery operated hand tools when working on site. On the rare occasion that 240V hand tools need to be used they must be used in conjunction with a residual current device (RCD). It is recommended that RCDs are tested every 6 months. All electrical fixed installations should be maintained in a safe condition by carrying out routine safety testing.

Inspections and testing of portable and transportable equipment will take place as frequently as required (the frequency will depend on the environment in which the equipment is used and the conditions of usage, i.e. how carefully it is handled) in the IEE Regulations.

Records of inspection and testing will be maintained. Only authorised persons are permitted to repair or alter electrical equipment.

Electrical installation works will be carried out in accordance with the Electricity at Work Regulations 1989.

Emergency Equipment (Including Fire Fighting)

MW Cripwell Ltd will ensure that:

- a. The requirements for fire-fighting and emergency equipment necessary for the work and/or site are available
- b. The equipment is inspected and maintained in accordance with the defined procedures and appropriately recorded
- c. Personnel involved in the work are trained and competent to use fire-fighting and emergency equipment where required
- d. Discharged fire-fighting extinguishers and other emergency equipment are returned to operational condition as soon as practical after use
- e. Emergency procedures are understood by all personnel and they are updated as necessary to meet changing requirements, e.g. construction sites

Emergency Procedures

MW Cripwell Ltd will prepare written emergency procedures for reasonably foreseeable incidents.

Where a potential emergency incident is identified, procedures will be developed. This could include procedures in the event of a chemical or fuel/oil spillages, serious accidents or incidents.

All employees will be informed, instructed and, where necessary, trained in the emergency procedures. These procedures will be practised regularly and records will be maintained.

Appointed Persons will be identified to take control in the event of an emergency incident.

Environmental Control

MW Cripwell Ltd is committed to effectively managing all their activities' environmental aspects through compliance with legislation and Company policy.

During construction processes there is the potential for environmental pollution which must be adequately managed, for example:

- a. Water pollution – diesel storage, the largest potential polluter of water courses. Control measures should include proprietary bunded storage tanks with lockable hoses, sited in a secure compound
- b. Air pollution – can be caused by smoke or dust. Control measures should include a “No Site Fires” policy and dust management regime specific to the site. This may include suppression by water spray and cleaning of site and adjacent roads
- c. Mud pollution – a mud management policy suitable for the site should be in place. Controls may include wheel washing, mechanical road brushing or vacuum sweeping
- d. Waste management – sites must comply with material specific removal requirements. Where applicable a Site Waste Management Plan (SWMP) will be developed and implemented on site.

Fire Prevention and Evacuation Procedures

It is a legislative requirement that a fire risk assessment is completed for all workplaces. The emergency and evacuation procedure should include the following:

- a. Means of fire detection
- b. Raising the alarm in the event of a fire
- c. Fire fighting equipment
- d. Installation of emergency lighting

Appropriate measures will be implemented for regular maintenance, servicing and testing of fire prevention equipment.

Procedures will be produced at all workplaces detailing actions to be taken in the event of a fire, including:

- a. On discovering a fire
- b. Hearing a fire alarm
- c. Evacuation routes, and
- d. Assembly points and safe refuges

Where disabled persons use the workplace, specific arrangements will be made to ensure their safety, e.g. safe refuge, information for fire and rescue service.

All employees will be informed, instructed and where necessary, trained in fire prevention and evacuation procedures. These procedures will be practised regularly and records will be maintained.

Fire Marshals will be appointed and trained in the fire prevention and evacuation procedures; including regular inspection of designated evacuation routes.

First Aid and Accident Reporting

All employees, contractors and visitors must report all accidents resulting in injury to any person (not just employees), damage to any property or dangerous occurrences/near misses.

MW Cripwell has appointed a Health and Safety Co-Ordinator with the overall responsibility for the Health and Safety (First Aid) Regulations 1981.

Trained First Aiders will be provided at all workplaces, to administer first aid treatment.

Adequate first aid equipment will be provided at all workplaces, under the control of the First Aider, to include:

- a. First aid kits
- b. Eyewash stations
- c. A suitable place for the administration of simple first aid procedures

All employees, contractors and visitors will be informed of the name of the First Aider and their location.

All employees, contractors and visitors must report all injuries and accidents in accordance with Company policy and ensure details are recorded in the Workplace Accident Book. Information will be stored in accordance with the Data Protection Act.

MW Cripwell Ltd, together with our Independent Health and Safety Consultants (if required) will undertake a thorough investigation of accidents. Accidents will be investigated to ensure that suitable controls are implemented and safe systems of work are adopted with the aim of preventing recurrence, removing the hazard and reducing the risk. The accident book will be viewed on a regular basis with details analysed to assess trends for possible amendments to working practice.

Management or supervisory staff must report serious injuries, incidents or diseases occurring at, or as a result of activities within the workplace, as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR).

The HSE must be informed when:

- a. Any person dies as a result of or in connection with work
- b. Any person suffers a major injury or disease as a result of or in connection with work
- c. A person is unable to work for more than 3 consecutive days due to an accident at work

- d. Any person not at work (visitor, member of public, etc.) is injured as a result of an accident at a workplace and requires treatment at a hospital
- e. There is a dangerous occurrence at work. (Even when no one is injured)

Hazardous Substances

Prior to any operation commencing, information must be obtained on any material, substance, or process to be used or generated, which could be a hazard to the health of personnel.

All suppliers of materials are required to provide all relevant health and safety information about their products to form the basis of the COSHH Risk Assessment. This information is to be requested for each product before it is ordered to enable preparations to be made for its use, handling and storage.

Carry out Risk Assessments to identify substances hazardous to health. Where necessary, produce a site/job specific Risk Assessment.

Appropriate control measures must be identified and implemented to ensure the health and safety of personnel who could be affected by their use.

Whenever possible, specify an alternative, less hazardous material to be used.

Ensure compliance in accordance with the Control of Substances Hazardous to Health (Amended) Regulations 2004 (COSHH), Control of Asbestos at Work Regulations 2006 and Control of Lead at Work Regulations 2002.

Health and Safety Policy

The Health and Safety Policy will be reviewed annually to ensure that it remains effective and legislatively compliant.

The Policy will be amended when required and all employees informed of any such amendments. Amended copies of the Health and Safety Policy will be issued to all employees.

The Health and Safety Policy Statement will be displayed on any health and safety notice boards.

Housekeeping and Site Tidiness

Site tidiness will be considered at all stages of the work and good co-operation is expected between MW Cripwell Ltd and other contractors. Waste material, especially combustible material, will be controlled and either deposited in an agreed area, or removed from site. Spillages of oil, diesel and other substances will be dealt with immediately. A daily cleaning regime will be implemented on all construction sites.

Insurance

MW Cripwell Ltd has taken out insurance with an approved insurer. The certificate of insurance will be prominently displayed so as to be available for inspection at all reasonable times by employees and enforcing authorities i.e. Health and Safety Inspectors.

Internal Communications (Including Health and Safety Notice Board)

All relevant safety information will be provided at all sites and workplaces where employees are located. This will include:

- a. Health & Safety Policy
- b. HSE Law poster
- c. Employer's Liability Insurance Certificate
- d. Fire safety instructions
- e. Names of Fire Wardens and First Aiders
- f. Site Rules

Essential Information and Feedback - The various meetings, such as Health and Safety Meetings, Handover/Pre-start Meetings, Team Briefings, Design Reviews, Co-Ordination Meetings, Induction Meetings and Toolbox Talks etc. can be used to help disseminate essential health and safety information throughout the organisation.

It is important to consult the workforce and receive feedback on health and safety issues. A few moments should be taken during meetings to give the opportunity to raise and discuss issues.

Legionella

MW Cripwell Ltd will ensure that the risks associated with Legionella proliferation are prevented or controlled as far as is reasonably practicable. This will be achieved by a process of Risk Assessment for the properties where MW Cripwell Ltd have maintaining and repairing responsibilities. Managers with responsibility for buildings will be the person(s) appointed with managerial responsibility for controlling Legionella.

The responsible manager will:

- Identify and assess sources of risks
- Implement, manage and monitor precautions
- Prepare schemes including maintenance for preventing and controlling risks; and
- Keep records

The responsible manager must consult the health and safety adviser in relation to Legionella related risks.

Lone Working

Employees, self-employed contractors and sub-contracted personnel who work on their own, will only do so where a Risk Assessment identifies the level of risk of harm to that person (and other persons if applicable) as acceptable, and where the control measures are clearly defined, understood, implemented and monitored. Lone workers should not be exposed to more risks than a group of employees working together.

Control measures such as an agreed system of “check calls” to another party could be satisfactory depending on the level of risk defined by the Risk Assessment.

In certain cases, lone working is not permissible and the worker will be physically supervised, i.e. young person, person undergoing training.

Operatives required to carry out lone working will do so in accordance with this Health and Safety Policy.

All personnel required to work alone will be fully briefed with the Risk Assessment before work commences. The Company also has an obligation to arrange appropriate first aid provision for all personnel affected by its' business operations and work activities.

Operatives carrying out lone working are required to report to a Director or manager any activity they consider to be unsafe.

Manual Handling

The Manual Handling Operations Regulations 1992 requires employers to avoid manual handling operations and where they cannot be avoided to make an assessment of the risk of injury to establish control measures to reduce those risks as low as reasonably practicable.

MW Cripwell Ltd will, so far as reasonably practicable, ensure arrangements are made to reduce the risk to employees' health. Manual handling tasks by employees will, where practicable, be eliminated or reduced to a minimum.

Where manual handling tasks are necessary, conduct a Risk Assessment and implement any required control measures. These may include:

- a. Provision of mechanical aids, e.g. forklift, trolleys, etc.
- b. Reduce the size of load to be lifted
- c. Provision of a carrying device
- d. Secure items, to prevent load shifting
- e. Provision of handles, handholds and eye bolts
- f. Provision of sufficient persons to undertake the lift
- g. Provision of Personal Protective Equipment (PPE), e.g. gloves/gauntlets
- h. Provision of manual handling training
- i. Provision of manual handling information, e.g. posters, etc.

Near Miss Reporting

MW Cripwell Ltd will encourage the reporting of near misses. Site managers and operatives will complete the Cripwells Near Miss Report form for any incident which could cause injury or adverse health effects. Examples being trip hazards in the work place, poorly erected mobile tower scaffolds, damaged blade to a disc cutter, dirty or inadequate welfare facilities.

A bonus scheme is awarded to the employee who submits the greatest number of genuine Near Miss Reports.

Noise

MW Cripwell Ltd will ensure they will control the noise levels employees are exposed to, establishing and implementing precautions to protect against excessive noise levels.

MW Cripwell Ltd will ensure that noisy operations will be reviewed periodically and if the process changes then noise exposure shall be considered during the selection of new plant and equipment.

The regulations require all exposure to noise to be reduced so far as is reasonably practicable and specifies the following action levels:

- a. **First Action Level** 80 dB(A) exposure should be reduced below this level and hearing protection must be provided if requested
- b. **Second Action Level** 85 dB(A) exposure must be reduced below this level and hearing protection zones created where hearing protection must be worn
- c. The **peak action level** is the maximum pressure allowed to be reached by a sound wave, specified as 137 dB and 135 db (c). This action level causes concern when cartridge tools are being used where 137 dB could be exceeded although 80 dB (A) has not. Hearing protection zones should be created and hearing protection must be worn when using cartridge tools

Engineering solutions must be considered as the first line of control. Noise levels should be kept to a minimum by ensuring that all equipment is regularly serviced, properly maintained and fitted with suitable silencers and baffles. When the adoption of reasonable engineering or management control fails to reduce the exposure to an acceptable level, Personal Protective Equipment will be offered to staff.

Occupational Health

To emphasise its commitment to the health and welfare of its staff, MW Cripwell may utilise the services of a specialist for the following function:

- a. Carry out necessary medical screening for any staff working with processes, materials or substances that require them to receive medical supervision
- b. Provide advice and training on ergonomics, especially relating to manual handling
- c. Supervise the first aiders, and co-ordinate first aid training and the provision of first aid supplies
- d. Monitor sickness absence and provide sickness absence statistics, counselling and advice to managers and individuals
- e. Offer counselling support for staff as appropriate
- f. Give general medical and health advice and information to all members of staff when requested
- g. Advise HR and line managers in the event of illness on the fitness to return to work and/or rehabilitation needs of individuals. Assist those individuals when they return to work to enable them to settle into their work pattern with minimum stress and disruption

Health Surveillance

Certain occupational activities present a degree of risk to the individuals involved in them. This can be due to the effects of substances, processes or materials on the health of those working with them. MW Cripwell Ltd will carry out health surveillance where identified as necessary on works undertaken.

Examples of issues where exposure may require health surveillance:

- Noise or Hand-Arm Vibration
- Solvents, fumes, Dusts, Biological Agents
- Asbestos, Lead or Work in Compressed air, and
- Exposure to Asbestos

Personal Protective Equipment (PPE)

All management, supervisory staff, employees, contractors and visitors shall wear appropriate PPE whilst on Company and other Principal Contractors sites, including safety helmets, high visibility jackets/waistcoats, safety footwear and other PPE as directed, e.g. overalls, safety gloves and/or eye protection.

Management and supervisory staff will ensure that suitable and adequate quantities of PPE are available at all workplaces and used appropriately.

All Personal Protective Equipment purchased must meet the necessary European Standards and carry the CE Mark. Within the risk assessment process Personal Protective Equipment will only be specified as a last resort in the hierarchy of controls.

Employees have a statutory duty to use PPE provided as part of a safe system of work and not misuse or interfere with it.

All new employees will receive a full issue of PPE when they commence employment. If any item of PPE required goes missing, has expired, is damaged or defective then it shall be replaced upon request. A record of all PPE issued will be maintained and signed by the recipient. No charge can be made to employees for the issue of standard PPE.

Plant/Machinery/Equipment

Do not use any item of plant, machinery or equipment you consider to be unsafe.

All work equipment (including hand tools, lift trucks, scaffolding, etc.) must be designed and suitable for the purpose for which it is to be used and only used for which it is designed.

MW Cripwell Ltd will ensure that all work equipment and plant is maintained in an efficient state, in working order and in good repair. Compliance with the Provision and Use of Work Equipment Regulations 1998 will be the minimum standard required. MW Cripwell Ltd has a statutory duty to maintain and inspect its plant and equipment and avoid risks to health and safety.

The use of work equipment is restricted to those persons appointed to do so and must only be repaired and maintained by nominated competent persons. A service log recording all repairs and maintenance must be kept for all plant equipment and vehicles.

MW Cripwell Ltd will use maintenance schedules to control and manage the equipment. Various maintenance programmes may be required; these will need to

take into account the operational needs as well as health and safety considerations and manufacturers recommendations.

Line-management must ensure that all employees receive all necessary information, instruction and training in the use of work equipment, including where appropriate written instructions.

Employees are required to notify their employer in any instance where they are being asked to carry out a task they are not adequately trained for. Where training is required, the line manager must ensure it is carried out.

All mobile plant and commercial vehicles must be subject to regular maintenance and servicing in accordance with the manufacturer's recommendations and statutory provisions such as Lifting Operations and Equipment Regulations 1998 and Provision and Use of Work Equipment Regulations 1998. In addition all mobile plant must be subject to weekly formal inspections by the operator. Any defects identified must be reported to the site manager and the finding and remedial action recorded in the report.

MW Cripwell Ltd will ensure that all plant supplied to operatives is safely maintained and in a fit state i.e. is guarded and equipped with safety devices and tested in accordance with all the current regulations and in the case of electrical equipment has a current electrical test certificate. All plant operators and banksmen will only be employed to operate equipment for which they have been thoroughly trained, using CITB courses, if available. Regular tests, inspections and maintenance will be carried out on plant and equipment supplied to operatives, in particular all hired plant and cranes. To ensure that all unsafe plant defects noticed or brought to their attention are dealt with promptly, dangerous plant should be put out of service until it can be properly repaired by a competent person.

To ensure Lifting Equipment (e.g. cranes, lorry-loaders, hoists etc.) and lifting accessories (e.g. chains, slings, shackles, gin wheels and ropes etc.) is maintained in good order the site manager is responsible for the storage, maintenance and inspection of all lifting equipment and accessories, as required by the Lifting Operations & Lifting Equipment Regulations 1998 (LOLER'98).

A person shall be appointed, who has received appropriate training to be deemed competent, to plan and supervise lifting operations, as necessary to ensure they are carried out in a safe manner.

All lifting equipment shall be inspected and thoroughly examined, as required by Regulation 9 of LOLER'98. Copies of all inspection reports and certificates shall be kept on site and made available for examination when required.

All lifting equipment must have the Safe Working Load (SWL) clearly marked on it, with the required Safe Working Load established before use.

A register of MW Cripwell Ltd owned Plant/Equipment and Machinery will be held in the Head Office and monitored to ensure the necessary inspections are carried out.

The building site equipment inspection and maintenance records will be held on site by the site manager. The office equipment inspection and maintenance records will be held at the Head Office by the Office Manager.

Any hired in equipment will be supplied with the necessary certification, inspection and maintenance records, this will be obtained and sent to site as necessary by the competent person.

Protection of the Public

MW Cripwell Ltd must ensure that all reasonably practicable measures are taken to secure the workplace to prevent the public, fellow workers, visitors, trespassers (especially children) at being at risk of an injury. Each location must be assessed considering the nature of the work and the location of the workplace and its environment, to establish the necessary control measures.

Purchase Policy

MW Cripwell Ltd have a Health and Safety Purchase Policy that not only takes into consideration the quality of an item in comparison to the cost but also considers the suitability of the item against a number of underlying criteria. e.g.:

- a. Substances used at work
- b. Least hazardous to employees and the environment but performs the task to an acceptable standard
- c. Office furniture / equipment: ergonomics, fire rating, sustainable resources
- d. Machines: noise, vibration, usability, ergonomics, suitability for the task, adequate guarding and ease of maintenance
- e. P.P.E. Suitable for the individual, adequate protection, compatible with other P.P.E., complies with standards

The above list is an outline of considerations, and is not exhaustive.

Records and Archiving

Records and archiving will be the responsibility of the Health and Safety Co-ordinator.

Records will be maintained of all necessary health and safety documentation and should include:

- a. The Health and Safety Policy
- b. Procedures documents
- c. Risk Assessments
- d. COSHH Assessments
- e. Statutory documentation (scaffold and plant inspections, reports, etc.)
- f. Inspection records
- g. Accident Book
- h. Health Surveillance Records
- i. Health and Safety Plans
- j. Other relevant health and safety documents specific to the Company
- k. Smoking at work

Risk Assessment

The Management of Health and Safety at Work Regulations 1999, Regulation 3, requires employers to make suitable and sufficient assessment of the risks to health and safety and to keep records of the significant findings. The Company has developed risk assessment processes, which rely upon the judgement of a competent person. The Risk Assessor must be appointed by Management having been deemed competent in the particular techniques used.

Certain other pieces of legislation require specific risk assessment such as the Control of Substances Hazardous to Health Regulations and the Manual Handling Operations Regulations, of which arrangements are made within further sections of this Policy.

If Generic Risk Assessments have been prepared for any of the routine operations to be undertaken it should be noted that they do not take account of the specific hazards at a particular workplace. The risk assessor must review and amend the Generic Risk Assessment to create a Specific Risk Assessment.

Risk Management

Risk management is the systematic process to positively identify, assess, treat and manage risks - to enable MW Cripwell Ltd's business objectives to be achieved.

Risk management encompasses the implementation of cost-effective controls and contingency plans with the intent of exceeding goals and objectives, including the minimisation of costs, timescales and liabilities.

Risk management is the responsibility of all managers, who are responsible for implementing risk management policies and systems, as appropriate, across the business and ensuring that all employees apply these systems.

Risk management is a continuous process.

Pro-active management of risk is an integral part of the normal management and review process - to define future plans and actions, and ensure their satisfactory execution. It also facilitates more cost-effective and efficient purchase of insurance.

Activities that may affect the company's image or reputation are subject to formal risk management.

Risk Management Objectives

MW Cripwell Ltd aims to:

1. Implement effective risk management as a key element of good performance management
2. Consider risk is an integral part of business planning and service delivery
3. Encourage considered and responsible risk taking as a legitimate response to opportunity and uncertainty
4. Achieve better outcomes through a more realistic assessment of the challenges faced, through improved decision-making and targeted risk mitigation and control

5. Engender, reinforce and replicate good practice in risk management

Safe Place of Work

MW Cripwell Ltd will make adequate arrangements to ensure that:

- a. All workplaces are maintained in a clean and safe condition
- b. A safe means of access and egress from all workplaces, including separate pedestrian and vehicular access, where practicable, is provided
- c. All workplaces have suitable arrangements for the storage and use of hazardous substances
- d. A Safe System of Work is identified (Method Statements), particularly where a Risk Assessment has identified a hazard that cannot, so far as is reasonably practicable, be eliminated
- e. Where tasks require access to hazardous areas or present potential serious risks (e.g., confined spaces, hot works or close proximity to high voltage electricity), Permits to Work must be used
- f. All activities are undertaken by competent and appropriately certified contractors or employees

Smoking at work

The Company has adopted a general “No Smoking” policy. It is Company policy not to permit smoking within its premises, including offices, toilets, car parks and construction sites. Smoking may only be in designated smoking areas. Smokers must ensure that all smoking materials are properly extinguished.

Stress

MW Cripwell Ltd has a responsibility to control the health, safety and welfare of their employees and this includes looking at the impact of stress at work.

At work, an employee who is severely stressed could become a danger to themselves, as well as to others in certain workplaces, particularly construction sites.

Each employee has a responsibility to notify management of conditions in their working environment that may cause stress, e.g. lack of communication or hazards inadequately controlled.

It is MW Cripwell Ltd's responsibility to regularly review each employee's performance and workload. Employees should be given every chance to air their views and grievances at these reviews.

Sub-Contractors

There is an initial vetting procedure of the competence and performance standards prior to their appointment of all contractors.

Labour only sub-contractors will be treated as though they are directly employed by MW Cripwell Ltd and will be subject to the Company's monitoring arrangements, to ensure compliance with the relevant policies, procedures etc.

Each labour only operative will attend a MW Cripwell Ltd induction and attend a tool box talk on Asbestos Awareness.

At the end of each project the site manager should report on all subcontractors, consultants and key suppliers used, to assist with their future involvement with MW Cripwell Ltd's projects.

If agencies are used to provide site labour then enquiries shall be made with the agency on the competence of their construction staff.

English is the language used to communicate information and instructions including safety and other operational matters. The sub-contractor shall not allow personnel who are unable to understand spoken English access to the site without the express permission of site management. Communications requiring understanding should include:

- a. Safety Induction
- b. Emergency Procedures
- c. Safety Method Statements and
- d. Toolbox Talks

Suppliers

All information received from suppliers will be passed to the supervisors for implementation and reference by operatives. The Company will maintain assessment procedures for the introduction of new work equipment and schedule the identified training needs for the staff allocated to the new equipment.

Training

MW Cripwell Ltd recognises its general duty to employees under section 2(2)c of the Health and Safety at Work Act 1974, to provide all necessary information, instruction, training and supervision. To this end, the Company continuously assesses the competency level of all employees and where applicable sub-contractors.

Following analysis, training programmes will be developed to fulfil minimum competency levels. The normal risk assessment process will also identify additional training requirements.

The Training Manager is responsible for identifying training needs and ensuring the necessary training is delivered.

Training for competence is divided into five main categories:

1. Induction training for all new starters
2. Induction training at the start of each new project
3. Skill training for management and trade competence
4. Health and safety training
5. Modular training - toolbox talks, task specific briefings

Training records with copies of certification will be maintained.

A training and skills matrix will be maintained as a quick reference guide when allocating duties to individuals and as a means of ensuring refresher and update courses for certification are undertaken.

Every new employee shall receive induction training, before commencing work, which includes health and safety, to ensure that they are not exposed to unfamiliar hazards. An induction training package is maintained to ensure that all essential information is covered. A record of induction must be kept, signed by the inductee as an acknowledgement that they have understood the content.

At the start of each new project all employees and subcontractors will receive induction training to discuss the Method Statement and the Risk Assessments that are specific to that particular contract. All in attendance will sign the training record as confirmation of the training received.

Modular training in the form of toolbox talks is used to help increase and maintain general levels of health and safety awareness. Each site manager shall establish their own frequency of toolbox talks, as necessary (e.g. weekly, fortnightly).

The instructor will complete the Toolbox Talk Record, quoting the date and time the topic(s) of the talk and listing the attendees who will sign the record as evidence of their attendance. Records will remain in the site files until the completion of the project.

Vibration

The Control of Vibration at Work Regulations 2005 came into force on 6 April 2006 and MW Cripwell Ltd will ensure that, as far as is reasonably practicable, suitable protective measures will be put into place.

Plant, machinery and equipment that vibrate and may cause the operator to be exposed to hand arm or whole body vibration will be subject to risk assessment. Assessments must indicate the control measures and procedures to be followed to reduce operator exposure to the limits recommended by current best practice. Note - Some tools are limited to as low as 15 mins over a working day.

Where the use of vibrating equipment is necessary, conduct a Risk Assessment and implement any required control measures. These may include:

- a. Ensure the correct selection of equipment
- b. Ensure where practicable that the lowest vibration rated machine is used
- c. Ensure that all tools are adequately maintained
- d. Use tools that are designed to avoid the need for gripping the high vibrating parts
- e. Avoid uninterrupted vibration exposure over long periods

- f. Use anti vibration PPE where practicable
- g. Ensure that gloves are worn in cold conditions to ensure good circulation
- h. Ensure that the rating of the machine is considered and that the recommended usage time over an 8 hour weighting period is strictly adhered to
- i. Ensure frequent changes in personnel to reduce exposure times
- j. Massage and exercise fingers and hands during breaks
- k. Ensure that adequate reporting procedures are in place and training to ensure that early signs of VWF are recognised and reported

In addition, operatives will be advised of the results of the Risk Assessment, and also the safety measures to be taken.

Welfare Facilities

Suitable and sufficient welfare facilities will be available at workplaces for employees, contractors and visitors, including:

- a. Toilet facilities, including special facilities for the disabled where required
- b. Washing facilities including hot and cold (or warm water), soap and towels
- c. Accommodation for drying and storage of clothing
- d. Facilities to prepare hot drinks, seating for meals and rest breaks
- e. Drinking water and suitable containers

All facilities will be maintained to a satisfactory standard, with regard to:

- f. Accessibility
- g. Ventilation
- h. Lighting
- i. Cleanliness/ hygiene

The welfare facilities for a site will be detailed in the Site Construction Phase Plan.

Where welfare facilities are to be shared between different contractors, arrangements for maintenance of those facilities must be developed and communicated to all parties and recorded in the Site Construction Phase Plan.

Working at Height

MW Cripwell Ltd will ensure any working at height will be carried out in accordance with the Work at Height Regulations 2005. Protective measures will be implemented to prevent:

- Any person falling a distance likely to cause personal injury
- Any person being struck by a falling object likely to cause personal injury

A hierarchy for working at height will be implemented and adhered to, namely :-

- a) Avoid work at height wherever possible
- b) Use work equipment or other measures to prevent falls where working at height cannot be avoided.
- c) Where the risk of a fall cannot be avoided, use work equipment or other measures to minimise the distance and consequences of a fall.

Scaffolding and Edge Protection

Where work at height cannot be avoided, edge protection with double handrails and toe boards will be erected as the first preference. For suitable access, this will often require a full scaffold to be erected.

Any area from which this occurs will have the following controls applied:

- The main guardrail or other similar means of protection will be at least 950 mm above the edge from which any person is likely to fall
- There will not be any unprotected gaps exceeding 470mm between any guard-rail, toe-board, barrier or other similar means of protection
- Fixed ladders (Class 1 only) in use will be of sound construction properly maintained and securely fixed

- Scaffold towers, if used, must be erected and inspected by a competent person in accordance with the Working at Height Regulations 2005
- Fragile roof lights and roof panels will be boarded at all times

MW Cripwell Ltd undertakes to use NASC publication Preventing Falls in Scaffolding and Falsework SG4:05 as standard reference to scaffolding erection. MW Cripwell Ltd will ensure that an inspection register is completed every 7 days and that visual checks are carried out regularly by a competent person. In the event of the scaffold being altered or after inclement weather a thorough check to the whole structure should be made and the result of this check entered in the register. Where required by the Work at Height Regulations 2005, MW Cripwell Ltd will ensure that a scaffolding plan is produced and available on site.

Scaffold Towers and Mobile Tower Scaffolds

The Work at Height Regulations 2005 gives requirements for construction and use of mobile tower scaffolds. Tower Scaffolds constructed from tubular steel scaffolding will be erected in accordance with recommendations of BS EN 12811-1:2003. Load testing will be completed in accordance with recommendations of BS EN 12811-3:2004.

Prefabricated aluminium mobile tower scaffolds will be erected and used in accordance with manufacturer's instructions. Prefabricated towers will be constructed to BS EN 12811-2:2003. Any other type of mobile tower scaffold will be erected and used in accordance with supplier's instructions.

MW Cripwell Ltd will ensure that mobile towers are used safely and efficiently taking into account floors, ceiling heights, roof members, type of work etc. Training will be provided to site managers required to carry out inspections and to operatives required to erect, alter, or dismantle mobile towers.

Trained operatives will erect all mobile towers unless they are under the direct supervision of competent persons. No person is permitted to erect, alter or dismantle any mobile tower scaffold unless competent to do so. All mobile towers provided for Company employees will be checked by the site manager or a competent person to ensure they are in accordance with the above standards. Operatives required to use mobile tower scaffolds will be instructed in safe use and movement of equipment. Mobile tower scaffolds together with scaffolding will be inspected at 7-day intervals, if they remain in the same position (mobile towers), by a competent person and records of inspections will be entered in a register.

No person is to engage in any activity, including organisation, planning and supervision, in relation to work at height or work equipment for use in such work unless he is competent to do so or, if being trained, is being supervised by a competent person.

Operatives erecting, altering, dismantling or working around the base of mobile tower scaffolds will wear safety helmets. Operatives must not use scaffolding if “incomplete scaffold notices” are displayed or the weekly inspection has not been undertaken by the competent person.

While a scaffold is not available for use, including during its assembly, dismantling or alteration, it shall be marked with general warning signs in accordance with the Health and Safety (Safety Signs and Signals) Regulations 1996 and be suitably delineated by physical means preventing access to the danger zone.

HSE leaflet IND (G) 401 – A Brief Guide to the Working at Height Regulations will be displayed on all sites as a quick reference guide.

Ladders and Stepladders

MW Cripwell Ltd will ensure that it meets its obligations under the Work at Height Regulations 2005. Ladders and step ladders will only be used for very light work of a short duration and there will be three points of contact with the ladder at all times. Ladders over three metres in length will be tied to ensure stability. A ladder or step ladder will be used only when it is not practical to use of a scaffold, scaffold tower, podium etc.

Pole ladders must not have footholds blocked by ledgers or transoms and as with all ladders the angle needs to be 1 in 4. At the top of the ladder the overlap needs to be at least five rungs if a suitable handhold is not provided on the platform. All ladders will be removed to storage once the task is complete to prevent their use for intrusion by trespassers etc. and it will prevent the hazard of leaning ladders being displaced.

Any surface upon which a ladder rests shall be stable, firm, of sufficient strength and of suitable composition safely to support the ladder so that its rungs or steps remain horizontal, and any loading intended to be placed on it.

Every ladder shall be used in such a way that:

- a secure handhold and secure support are always available to the user
- the user can maintain a safe handhold when carrying a load

A portable ladder, if used, shall be prevented from slipping during use by:

- securing the stiles at or near their upper or lower ends
- an effective anti-slip or other effective stability device, or
- any other arrangement of equivalent effectiveness

Stepladders will be either class 1 or class 2 when used on site (class 3 are for domestic use only). Stepladders will be checked before use to ensure that they are not defective. Steps need to be solid when opened out and placed on a firm footing. They will not be used on scaffolding or towers to gain extra height or where a fall may take a person over a leading edge i.e. a stairwell or roof. All work undertaken from steps and ladders will be while facing the ladder / steps to ensure stability, while the top two steps will not to be used as a working platform.

Where there is a risk of persons falling from height and it is not practicable to provide suitable guardrails, barriers, toeboards, etc., or work cannot be carried out from a working platform then the use of safety nets, airbags or other similar collective safeguards for arresting falls can be considered. Only when these options have been explored and proved not possible or impractical will harnesses be provided and used.

Working in Occupied Premises

Where MW Cripwell Ltd is involved with work in occupied premises care will be taken for the health and safety of the occupiers whilst the work is in progress. MW Cripwell Ltd will operate within the conditions of the Client's Contract and liaise with the occupier and advise them on the work to be carried out and an approximate time scale for the contracted works.

Additional works that may arise during the process may affect the project. These will be discussed with the Client and occupier. Company operatives will wear any security/ID card required by the Client. The operatives will be competent to undertake all tasks required in an occupied property and will adopt all emergency procedures put in place by the Client or occupier.

During the work the operatives should not leave any materials or debris where it could be a trip hazard. All reasonable precautions will be taken to obviate the impact when carrying out dusty and noisy operations at all times they will be carried out with care and consideration.

The operatives will ensure that the property is left tidy and the waste materials are cleared regularly during the works, to reduce the risks of injury to the occupier and the general public. All barriers and screens will be utilised and occupants made aware of any changes to hazardous areas throughout the working day.

Particular emphasis will be placed upon:

- Fire evacuation routes
- The position and location of fire fighting equipment
- Emergency evacuation procedures
- Special circumstances relating to the personnel working within or visiting the premises
- Safety plans specific to the building or any part of the building
- Maintaining fire compartmentalisation standards
- Any special requirements in relation to the overall project works or any part of the work i.e. Permit to Work conditions

Young Persons

In accordance with the Management of Health and Safety at Work Regulations 1999, MW Cripwell Ltd shall ensure that where young persons (under 18 years of age) are employed, they are protected from any risks that exist in the workplace, are supervised by a competent person, and are informed of any restrictions and necessary precautions to be taken within areas where they will work.

A young person at work is a person under the age of eighteen (18) years and can be an employee, visitor or student on work experience.

A young person is not permitted to operate/drive plant equipment or work at height where they are exposed to a risk of a fall. The young person will be assigned to a mentor who train, guide, instruct and act as the key link between site management and the young person.

Before a young person starts work e.g. trainee, apprentice etc. a suitable and sufficient Risk Assessment must be carried out on all their activities. Any residual risk that remains that cannot be eliminated and has been controlled so far as is reasonably practicable must be communicated to their parents/guardian and written consent obtained.

Copies of the Risk Assessments including details of control measures implemented to protect young persons less than 18 years of age will be sent to their parents or guardians.

Children will only be permitted to work at MW Cripwell Ltd premises for work experience. Children will be restricted to those between 15 and 18 years of age.

Sites will be carefully selected and only those approved by the Local Authority will be permitted. The children will be selected from a range of abilities and risk assessment will be tailored to each individual.

Section Four – Measuring Performance (Monitoring)

To gauge success in health and safety performance MW Cripwell Ltd will measure its performance against pre-determined standards by:

- a. Reactive Monitoring of incidents
- b. Active Monitoring to ensure compliance with statutory, common law, company and clients requirements; and

Measuring Performance

Reactive Monitoring

This system is intended to collect and analyse information about where things went wrong. This will allow the Company to learn from mistakes, whether an accident or ill health resulted, property damage occurred or a 'near miss' took place. This can be done from the following sources of information:

- a. **Accident Reporting and Investigation** - The purpose of the investigation is to identify the cause and to establish and enforce measures to prevent re-occurrence and not to apportion blame
- b. **Near Miss and Hazard Reporting** - Prevention is better than cure! Near misses are painless lessons to learn from. All incidents not resulting in injury (i.e. Near Misses and RIDDOR Dangerous Occurrences) must be reported to site management. In addition employees all have a duty to report any hazards identified so that an assessment can be made to eliminate or control the risks arising out of that hazard

Active Monitoring

This shows where the Company is meeting its objective according to set standards. The primary objective of monitoring is not just to identify failure in the form of unsafe acts or conditions, but to measure success and acknowledge good practice. Active monitoring may include:

- a. **Management Monitoring** - The undertaking of health and safety inspections and completion of weekly checklist by site managers. These may also be carried out intermittently by the Health and Safety Co-Ordinator. An open door policy will be implemented to encourage the open discussion of health and safety issues.

- b. **Independent Inspections** - Site Inspections are carried out regularly by the External Safety Consultant. The frequency may vary according to the size and type of project. The Managing Director will advise the Consultant of their requirements

Section Five – Safety Policy: Audit and Review

Auditing will allow management to ensure the standards set in the policy are being adhered to as closely as possible. It will also provide information as to whether they are a suitable way forward or a change of course is indicated.

The Policy will be audited and reviewed on an annual basis to ensure that the organisation and arrangements are still applicable to MW Cripwell Ltd 's needs.

Remedial action will be implemented when the need for necessary revisions are identified.

The policy will need revision on the following, and other occasions:

- a. Following changes in the Company structure or senior personnel
- b. After accidents or incidents if the circumstances had not been anticipated and the cause of the accident foreseeable
- c. Following changes in legislation and best practice guidance (HSE Approved Codes of Practice and other guidance)