



KOBE Construction Ltd

Company Policy for Health, Safety & Welfare Management

It is the policy of KOBE CONSTRUCTION to:

- a) Safeguard the health, safety and welfare of all its employees while at work and to provide, so far as is reasonably practicable, working environments which are safe and without risks to health.
- b) Conducts its undertakings in such a way as to ensure, so far as is reasonably practicable, that people not in its employment (visitors, contractors and members of the public) but who may be affected, are not exposed to risk to their health and safety.
- c) Recognise its obligations to meet all relevant legislative requirements pertaining to health and safety, which apply to any of the undertakings of the organisation.
- d) Organise and arrange its affairs to ensure compliance with and commitment to, continual improvement of the Policy.
- e) Undertake management reviews of the Policy and the associated Occupational Safety and Health Management System on an annual basis, taking action to ensure its effectiveness and compliance with changes in the nature of the Group's operations, structure, legislation, best practice and procedures.

Operation of the Policy

In carrying out the General Policy Statement, it is the practice of KOBE CONSTRUCTION to:

Maintain an active interest in the implementation of the Company Policy for Health, Safety & Welfare to ensure that all levels of management carry out their duties in this respect.

Ensure that the managerial responsibility and accountability for the health, safety and welfare of its employees and for the health and safety of others that may be affected by its undertakings, is specified in writing.

Ensure that appropriate safety training and instruction is provided and that accident prevention is included in all relevant training programmes.



Sustain an awareness of the need to prevent accidents and risks to health in the minds of all employees.

Take into account, when planning its work, any aspects which may help to eliminate injury, industrial disease, pollution and waste.

Make appropriate accident prevention arrangements at the workplace and maintain liaison with all other employers who have employees working at the same workplaces as the company and members of the public.

Encourage the discussion of health and safety matters at all levels, including the setting up of arrangements for worker engagement and joint consultations with employees through their appointed safety representatives, as required by the Health & Safety (Consultation with Employees) Regulations Act 1996.

Prepare, discuss, agree and review, as required, suitable amendments and conditions to the Company Policy for Health, Safety & Welfare, as may from time to time be considered necessary.

Ensure that the companies Health & Safety Policy is applied to all contracts so far as is reasonably practicable.

Organisation of the Policy

The responsibility for all matters relating to health and safety within KOB CONSTRUCTION rests with the Directors.

This responsibility extends to the following:

- a) Be aware of the employer's legal duties under the Health & Safety at Work etc Act 1974 and all supporting Regulations made under Section 15 of the Act.
- b) Prepare, and keep up to date, a Statement of the Company's Policy for Health, Safety & Welfare and ensure that it is brought to the notice of all employees.
- c) Initiate the Company Health & Safety Policy for the prevention of injury, ill health, damage and wastage and set initiatives to eliminate accidents. Encourage proper reporting, investigation and costing of injury, ill health, damage and loss. Promote action to preclude recurrence and initiate analysis to discover accident trends.
- d) Ensure that only competent persons are appointed to carry out work on behalf of the company and ensure that they are fully informed of the health and safety issues affecting their task and place of work. Ensure arrangements are in hand to



regularly review training to ensure, as far as practicable, that all persons are aware of current statutory requirements.

- e) Ensure that adequate time is allowed for planning, by the Contracts Manager / Foreman and Contractors, and that specific risk assessments are undertaken for the Company's activities.
- f) Ensure that hazards with the potential to cause harm are identified and avoided or adequately controlled. High and medium risk activities to be addressed where required by the submission of a method statement or safe system of work.
- g) Ensure that the Principal Designer and Principle Contractor has provided a safe place of work, including: welfare facilities, common access routes, lighting etc, so as to ensure the health and safety of those working under your responsibility. Where failings arise, take this up with the Principal Contractor.
- h) Provide written instructions in unusual situations not covered by Company Policy to establish working methods and sequences, outline potential hazards at each stage and indicate precautions to be adopted.
- i) Monitor the Company's activities to ensure that they are carried out as planned and that the requirements of the Company's procedures as laid down in the Health & Safety Policy and any stipulated Safe Systems of Work are observed.
- j) Ensure that adequate time is given for induction training and the communicating of toolbox talks.
- k) Reprimand any member of staff for failing to discharge satisfactorily their responsibilities under current legislation and the requirements of this document.
- l) When visiting site, set a personal example by wearing the appropriate personal protective equipment and following any relevant procedures.



Arrangements for the Policy

C&G will inform all its employees of their responsibility to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions while at work, and for complying with health and safety legislation which relates to them in the performances of their duties.

The Directors and External Health and Safety Advisors will inspect, monitor and report on the effectiveness of the safety policies and practices of all LCOs and will, where necessary, enforce the Policy by imposing fines and/or prohibition notices.

Signed: Eugene O’Gara

Print name:

Dated: November 2022

STANDARDS to be met: UK Legislation, Company Law & BS OHSAS 18001