

Statement

1. To comply with the requirements of the Health and Safety at Work, etc., Act 1974, the Construction (Design and Management) Regulations (CDM) 2015 and any further regulations and provisions made under the Act together with relevant approved codes of practice.
2. To consult with employees and contractors on matters affecting their health and safety.
3. To review and revise the health and safety policy annually.
4. To provide and maintain plant, tools and equipment.
5. To provide a safe and healthy working environment.
6. To provide clear instructions, information and adequate training.
7. To assess and control risks to prevent accidents and cases of work-related ill health.

Signed:  Date: 01/09/2025.....

Name:Sean Maddox..... Position:Director.....

Signed:  Date:01/09/2025.....

Name:Myles Wilkes..... Position:Director.....

SMW Building Solutions Ltd recognises and accepts responsibility as an employer to ensure safe, healthy working sites for all employees, contractors and customers. The company regards the subject of suitable health and safety measures as a mutual objective for both management and employees, aiming for best practice in all things.

1. Objectives

The objectives of SMW Building Solutions Ltd Health & Safety Policy are to:

1. Promote and maintain high standards of health and safety in our workplace and comply with the Health and Safety at Work Act (1974)
2. Constant effort will be made to ensure that the promotion of health and safety in the workplace is fully appreciated and implemented by management and employees, so far as is reasonably practicable.
3. Ensure site inductions are given where necessary, covering hazards, emergency arrangements, PPE, welfare and reporting procedures.
4. Ensure arrangements are in place for employees working remotely, risk assessed with controls for communication, check-in, and emergency response.
5. Provide information, instruction and role specific training and refreshers to ensure employees can work safely and are competent and confident in the work they carry out (e.g. working at height, manual handling, abrasive wheels).
6. To provide and maintain plant, tools and equipment in accordance with manufacturers' instructions and PUWER requirements. Records of maintenance are retained.
7. Establish and maintain a safe working procedures and environment at places of work using the risk assessment process.
8. Establish and implement a system to manage risks and regularly monitor our performance.
9. Carry out and regularly review risk assessments to identify hazards and ensure control methods are implemented, at least annually or after change, incident or new information, including task-specific RAMS for construction activities.
10. Prioritise, plan and complete any corrective actions required as part of the risk assessment process to reduce risks.
11. Actively promote a positive attitude to health and safety, encouraging staff to identify and report hazards, contributing to creating and maintaining a safe working environment.
12. Ensure roles and responsibilities for health and safety are allocated, understood, monitored and fulfilled.
13. Develop safety consciousness and responsible attitudes towards health and safety.
14. Provide suitable PPE where applicable for employees to meet current legislation. Minimum site PPE requirements are communicated at induction. Employees must use PPE as instructed and report defects for replacement.
15. Establish monitoring procedures to measure the effectiveness of the health and safety policy.
16. Ensure consultation on all health and safety matters as they arise via briefings, toolbox talks and safety meetings, and act, accordingly, amending and updating the policy as necessary.
17. Consult employees on proposals for health and safety improvements and modifications to the health and safety policy, and so far as is reasonably practicable, act on their recommendations.
18. Ensure RIDDOR-reportable events will be notified to the HSE without delay and within statutory timeframes. Investigation findings will be shared with employees, and corrective actions tracked to completion.

2. Roles and responsibilities

It is SMW Building Solutions Ltd policy to ensure that every reasonable step is taken to prevent injury and ill health and protect individuals from Hazards at work.

They will do this by:

- Regularly assessing and controlling risk.
- Provide and maintain a safe working environment.
- Ensure constant awareness with regards to health and Safety at work is maintained.
- Reviewing the health and safety policy as risks and working environments change.
- Ensuring adequate welfare facilities are provided.

Employees and contractors must comply with the health and safety policy by:

- Not interfering or misusing plant, tools or equipment that has been provided.
- Co-operating with management on health and safety matters and complying with safety procedures, whether written or verbal for their own protection and protection of others.
- Take reasonable care of their health and safety.
- Report all health and safety concerns, accidents or near misses to an appropriate person for recording in the accident book.