

Statement

SMW Building Solutions Limited is committed:

1. To providing a safe, supportive working environment promoting physical and mental well-being
2. To consulting with employees and contractors on matters affecting their health and welfare.
3. To reviewing and revising the Welfare Policy annually.
4. To ensuring the health and well-being of all employees and contractors working on company sites.
5. Maintaining the minimum standards for welfare facilities and practices at all sites.
6. Applying this policy to all construction sites under the jurisdiction of SMW Building Solutions Limited.
7. To providing clear instructions and information to ensure all parties understand their responsibilities and comply with this policy.

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

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

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

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

1. Objectives

It is the policy of SMW Building Solutions Limited to ensure the health and welfare of all employees, so far as is reasonably practicable. We recognise the need to provide an environment that includes the provision of sufficient welfare, washing and sanitary facilities, and arrangements will be made by a responsible person to ensure that facilities are available on each site for employees and subcontractors use.

Provision and Maintenance of Facilities:

- All welfare arrangements will be communicated to employees before work begins on site.
- Facilities will be maintained, regularly cleaned, and inspected.
- Any defects will be addressed as soon as reasonably practicable.
- If facilities become temporarily unavailable, suitable alternative arrangements will be implemented.

When working as a subcontractor on Principal Contractor sites:

- The responsible person will confirm what welfare facilities the Principal Contractor will provide.
- Any deficiencies in the facilities must be reported before the commencement of the job.

When using the agreed facilities all employees and subcontractors must:

- Use only the facilities they are authorised to use.
- Use facilities only for their intended purpose.
- Leave facilities clean and tidy condition after use.
- Report defects or problems immediately.
- Clear spillages or slip hazards immediately.
- Avoid leaving toilet rolls or towels on the floor.
- Inform directors of any special welfare needs in relation to the facilities provided.

Short-Term Work:

Where it is not reasonably practicable to provide mobile welfare units, SMW Building Solutions will ensure vehicles carry, as a minimum:

- Drinking water containers
- Means of boiling water and heating food
- Hand-wash basin and cleaning solution
- Paper towels or suitable hand-drying materials
- Storage for protective and personal clothing
- Adequate first-aid equipment
- Protection from inclement weather
- Storage for specialist protective clothing

Continuous Improvement

SMW Building Solutions will:

- Monitor the effectiveness of the Welfare policy.
- Ensure consultation on all welfare matters as they arise and act, accordingly, amending and updating the policy as necessary.

- Consult employees on proposals for welfare improvements and modifications to the welfare policy, and so far as is reasonably practicable, act on their recommendations.

2. Roles and responsibilities

It is SMW Building Solutions Ltd policy to ensure that every reasonable step is taken to ensure the health and welfare of their employees and subcontractors in all working environments.

They will do this by:

- Regularly assessing and controlling welfare facilities.
- Providing and maintaining a safe working environment.
- Ensure constant awareness with regards to welfare at work is maintained.
- Monitoring the effectiveness of the Welfare policy.
- Ensuring consultation on all welfare matters as they arise and act, accordingly, amending and updating the policy as necessary.
- Consult employees on proposals for welfare improvements and modifications to the welfare policy, and so far as is reasonably practicable, act on their recommendations

Employees and contractors must comply with the welfare policy by:

- Not interfering or misusing welfare equipment or facilities that have been provided.
- Co-operating with management on health and welfare matters and complying with welfare procedures, whether written or verbal for their own welfare and the welfare of others.
- Take reasonable care of their health and welfare.
- Report all welfare concerns to a responsible person.