



The Warnes Group
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Health and Safety Policy Statement

The Warnes Group and all its subsidiaries is committed to providing a safe and healthy working environment for employees, contractors, and others. The Directors consider health and safety to be an important part of their business and recognise that good health and safety practices contribute to the effectiveness of their employees and the success and sustainability of the company.

The objective of this policy is to minimise risk to the health and safety of employees, contractors and others. The Warnes Group shall take reasonable, practicable measures to control foreseeable hazards, create a safe and healthy working environment and minimise harm and ill health to people. The Directors are responsible for implementing this policy and shall take into account health and safety matters when organising day-to-day work and planning future activities.

All employees shall comply with the policy and assist with its implementation and shall ensure that their work, as far as is reasonably practicable, is undertaken without risk to themselves or others. Employees and where relevant contractors shall be made aware of the policy and their responsibilities. The Directors shall consult employees on health, safety, and welfare matters.

Through the implementation of this policy the directors are committed to:

1. Providing and maintaining a safe and healthy working environment.
2. Identifying workplace hazards, assessing risks, and carrying out work safely.
3. Training employees to ensure they are competent and capable.
4. Providing adequate information and instruction for employees.
5. Communicating and consulting with employees and others.
6. Providing competent management and supervision.
7. Providing suitable welfare facilities and personal protective equipment.
8. Supplying competent contractors and suppliers.
9. Supplying all services and products with due regard for health and safety.

Employees shall:

1. Comply and assist with the implementation of the health and safety policy and all associated procedures.
2. Be accountable for their actions and take responsibility for their health and safety and that of others.
3. Comply with the policy and procedures and report any issues or concerns they have and/or unsafe conditions they are aware of.
- 4.

The Directors are responsible for the health and safety of employees and others and shall ensure that adequate resources are made available and conflicts between different parts of the business do not



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threaten good health and safety practice. They shall ensure hazards are identified, risk assessments are completed and activities undertaken safely and in a way which complies with legislation, approved codes of practice, health and safety guidance and this policy.

Employees/Drivers shall:

1. Promote health and safety, leading by example and adopting a high personal standard of safety attitude and behaviour and at all times discourage unsafe practices by others.
2. Cooperate with the employer and comply with the health and safety policy, procedures, risk assessments and safe systems of work.
3. Carry out work, with regard to their health and safety and that of others and use plant and equipment in accordance with instructions, risk assessments and safe systems of work.
4. Comply with all health and safety requirements at any other location where they work.
5. Use personal protective equipment correctly and in accordance with risk assessments and manufacturers guidance.
6. Stop any work that they cannot carry out safely in accordance with the relevant risk assessments and report the issue to a manager or a director.
7. Seek advice from a manager or a director if they are unsure of anything regarding safe working practices.
8. Report to a manager or a director:
 - Any hazards or health and safety issues within their working environment.
 - All incidents and accidents.
 - Anything that may prevent compliance with the policy and/or procedures.
 - Any change in their personal circumstances that may increase risk to themselves or others
9. Ensure they work closely with the manager when new to a task and/or are undergoing training.
10. Work in accordance with any training and instruction received whether formal or task based.
- 11.

Employees should never undertake any task unsupervised that they do not understand, or which involves the use of hazardous equipment, materials, or substances that they are not competent to operate, use or handle.

This policy shall be reviewed annually or earlier following a significant incident, a change to working practices or activities or if for any reason it has become invalid.

Roger Warnes
Managing Director