

It is the policy of ZJ Mechanical Limited t/a ZJ Building Services

- ◆ To promote and encourage high standards of health, safety and welfare (HSW) at work through hazard identification, risk assessment and risk reduction as an integral part of our overall business strategy.
- ◆ To take all reasonable measures to avoid risk to employees and to other persons including the general public who may be affected by our work by;
 - a) Providing and maintaining safe places of work, access and egress.
 - b) Providing sufficient suitable work and protective equipment to carry out the work safely.
 - c) Providing and maintaining plant and systems of work that are, so far as is reasonably practicable, safe and without risk to health.
 - d) Allocating sufficient resources (financial and otherwise) for health, safety and welfare.
- ◆ Our Director, Jason Nicholls, has overall responsibility for the policy and to ensure safety is given proper priority. Managers/Supervisors & others assist through delegated responsibility in issuing instructions and setting a personal example in promoting this policy.
- ◆ Our employees are legally bound to co-operate in executing this policy and ensuring everything reasonably practicable is done to avoid and/or reduce risks and that work is done in a manner not to cause injury to themselves or others. The co-operation of everyone is vital for the success of this policy.
- ◆ That any breach of the policy or any safety requirement by anyone on sites or work areas will be regarded seriously and may attract disciplinary action or the imposition of penalties.
- ◆ To provide information, instruction and training & supervision for work to be done safely and to know hazards & risks and the precautions/control measures to be taken.
- ◆ To seek health and safety advice as necessary.
- ◆ To monitor policy and workplace safety performance regularly.
- ◆ To consult on HSW issues with employees or any other person. To consult and co-operate with others to ensure HSW is maintained to a high standard and that others activities do not prejudice the safety of our employees.
- ◆ To comply with the Health & Safety at Work Act 1974 and all relevant legislation.

The full H&S Policy is available from the Office Manager and in your documents area on your Bright HR portal.

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| Signed |  | Position | Director |
| Name | Jason Nicholls | Date | 15.02.2024 |