



HEALTH AND SAFETY POLICY STATEMENT OF INTENT

In accordance with its duty under Section 2(3) of the Health and Safety at Work etc. Act 1974, and in fulfilling its obligations to both employees, sub-contractors, agency workers, clients and the public who may be affected by its activities, the Board of Directors of Squibb Group Limited produced the following statement of policy in respect of health and safety.

The company recognises the fact that successful health and safety management has positive benefits to the organisation and commitment to a high level of safety makes good business sense. It also recognises that health and safety is a business function and must, therefore, continually progress and adapt to changes.

The approach to health and safety will be based on the identification and control of risks. A positive culture will be encouraged within the organisation and senior management shall actively support such cultural artefacts and practices.

Squibb Group are committed to providing safe and healthy working conditions for employees and for the prevention of work-related injury and ill health and will ensure they satisfy applicable legal requirements and other requirements.

All employees will be involved in the decision-making processes either on an individual basis or through their representatives. The performance of both individuals and the organisation will be monitored to determine standards with continual improvements being made to health and safety. Adequate planning, monitoring and review of the implementation of the health and safety policy will be carried out. In order to ensure that this general statement is achieved, the following will form the company aims and objectives.

Squibb Group are committed to the control of OH&S risks, using the hierarchy of controls, and to the continual improvement of the OH&S management system to enhance the organisation's Occupational Health & Safety performance.

1. The prime directive of Squibb Group under this policy is to protect company employees, sub-contractors, or any person including the public so far as is reasonably practicable from hazards that arise from works undertaken by Squibb Group Limited.
2. To carry out all works in compliance with the Health & Safety at Work etc. Act 1974 subordinate regulations and specific requirements (ACOPs etc.)
3. Suitable arrangements are put into place for the effective planning, development and review of this policy statement.
4. Management will ensure that appropriate safe systems of work are developed and maintained for the works we undertake. All identified risks will be assessed under normal, abnormal and emergency operating conditions
5. Necessary information, instruction and training will be given to all employees and others, including temporary staff to ensure competence with respect to roles and level of responsibility.
6. The Squibb Group is committed to the safety of its employees, sub-contractors, visitors and any stakeholders that are affected by our works. To ensure all parties on a site where Squibb Group has health and safety responsibilities are fully aware of the hazards, risks and project requirements Squibb Group will develop and deliver a site-specific induction.
7. Management consider that health and safety rates equal to all other business functions and will attach equal importance to achieving health and safety targets.
8. Devote the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety requirements are met.



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9. Recruiting and appointing personnel who have the skills, knowledge, experience and other qualities commensurate with their role and level of responsibility.
10. Liaise and work with all necessary persons to ensure health and safety. The company will ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.
11. Squibb Group will constantly review, improve health and safety standards and performance. It will to this endeavour ensure that all relevant statutes and regulations are complied with. The minimum standards that will be adopted by the company are those required by law, although the company will seek always to exceed these where there is a demonstrable benefit.
12. The company recognises that safety is the responsibility of everyone within the organisation and is not just a function of management. Managers will have specific duties and responsibilities to comply with the letter and spirit of company policy. Employees will have specific responsibilities to take care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required. Squibb Group will ensure that health and safety management is an integral part of the manager's function and will monitor their performance along with their other duties.
13. The company will ensure that health and safety is fully integrated into the management and decision- making processes within the organisation.
14. The company will ensure that accidents, "near misses" and "close calls" are fully investigated and appropriate action taken to reduce the likelihood of their recurrence
15. The company will ensure that procedures are established to ensure that safe equipment and plant are provided for employees and non-employees.
16. Clearly defining and reviewing health & safety objectives which will be specific, measurable, achievable, relevant and time bound.
17. Health and safety will not be compromised for any other objectives.

The health and safety policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances.

This policy is to be read in conjunction with the responsibilities and procedures, which together form part of the integrated management system.

This statement is to be displayed in a prominent position at all work locations and sites for reference by any employee or other stakeholder.

Signed:

Date: January 2020

MR LESLIE SQUIBB | MANAGING DIRECTOR