



Health and Safety Policy

August 2023

HEALTH & SAFETY POLICY

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1.0 HEALTH AND SAFETY POLICY STATEMENT

Baxall Construction Ltd is committed to providing a healthy and safe working environment, preventing occupational illness & injury and in promoting wellbeing, for its employees, those working on our behalf and those affected by our operations.

Baxall Construction Ltd are responsible for and committed to creating a framework for continual improvement of health, safety and wellbeing performance through setting, promoting and reviewing objectives.

Baxall Construction Ltd.'s Health, Safety and Wellbeing arrangements are embedded within our Integrated Management System, aligned to, and in compliance with ISO 45001, SSIP (Safety Systems in Procurement and also ISO 9001, ISO 14001 and ISO 19650.

Baxall Construction Ltd will:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health
- Eliminate hazards and reduce OH&S risks. Where this is not possible, and where there is a requirement, workers will be required to use safety equipment, clothing, devices, and materials for personal protection.
- Undertake consultation with and encourage participation of management, staff, operatives and other interested parties:
- Provide, communicate, regularly review and revise as necessary our framework for setting OH&S objectives (as part of the Baxall Integrated Management System IMS)
- Fulfil legal requirements and other compliance obligations.
- Prepare, implement and review objectives with measurable improvement targets.
- Ensure that sufficient and suitable resources, training and support are allocated to enable the objectives to be implemented and achieved.
- Ensure effective monitoring and reporting of health, safety and wellbeing performance, and that our performance data and KPI's are used in improving our Health and Safety arrangements.
- Enable the continual improvement of our Integrated Management System and OH&S Manuals.

To successfully met our objectives, Health Safety and Wellbeing is a collaborative responsibility. Baxall Construction Ltd supports and encourages employees, those working on our behalf and interested parties to play an active role in identifying hazards and in proposing suggestions or ideas to improve our health, safety and wellbeing.

Malcolm Clarke
Managing Director

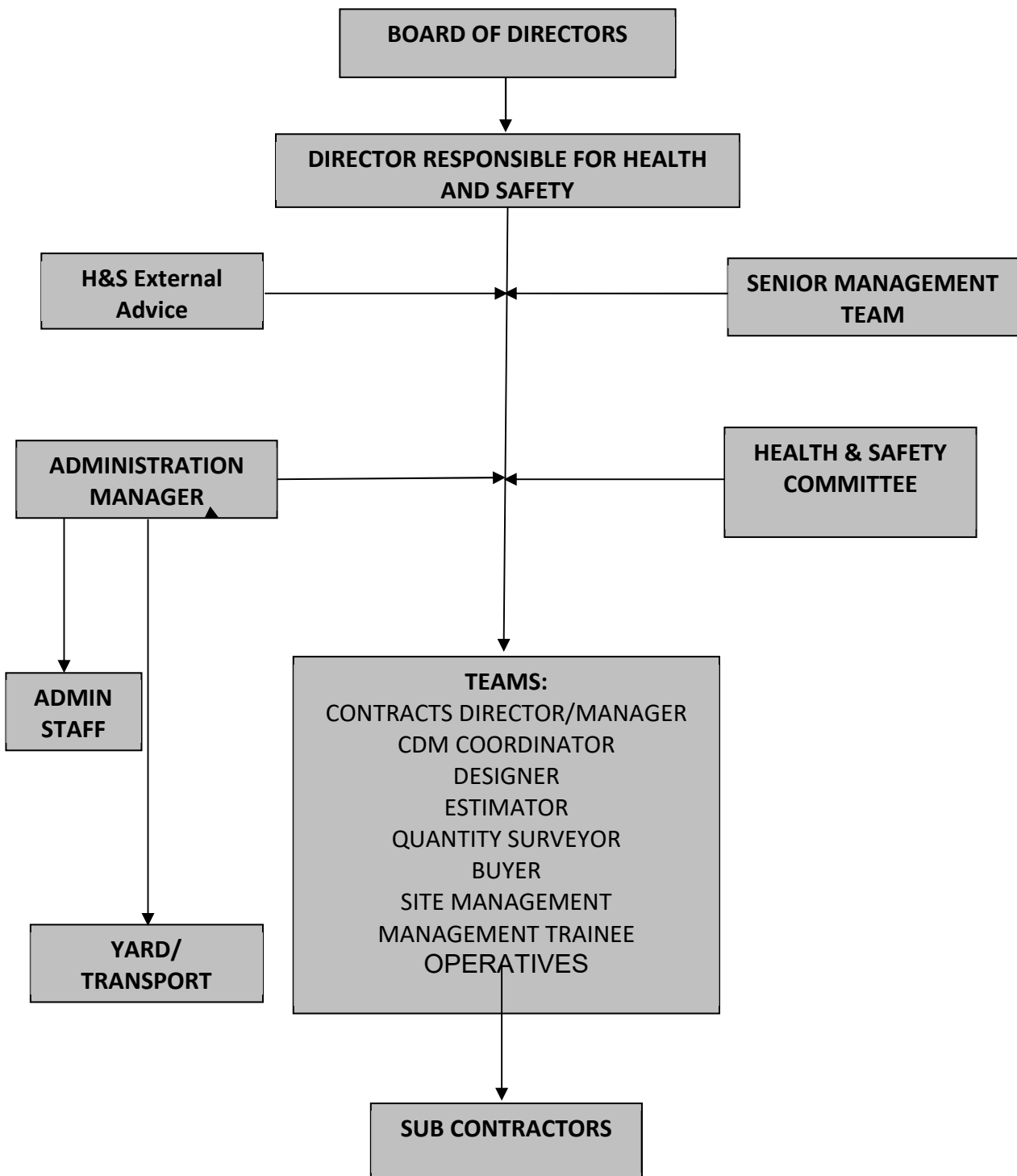
Dated: 1st August 2023

1.1 Review

Review Date	Section revised	Reviewer and Position	Signature
October 2011	2.1	Organisation Chart	<i>Simon Bannister</i>
	2.2-2.14	Roles and Responsibilities	
	3.1	Information and Consultation	
	3.13	Welfare Facilities	
	3.16	Health Surveillance	
	3.29	The Construction Design & Management Regulations	
January 2013	3.2	Induction and Training	<i>Simon Bannister</i>
	3.4	Drugs and Alcohol	
	3.7	Company Vehicles / Personal Vehicles for Company Business	
	3.26	The Electricity at Work Regulations	
	3.31	Control of Asbestos at Work Regulations	
January 2014	Annual review with no significant changes	Simon Bannister Safety Advisor	<i>Simon Bannister</i>
March 2015	To reflect organisational changes	Simon Bannister Safety Advisor	<i>Simon Bannister</i>
June 2016	To reflect changes to CDM Regulations	James Pomfret Safety Advisor	<i>James Pomfret</i>
May 2017	Amendments to drugs and alcohol	Eric McCann Safety Advisor	<i>Eric McCann</i>
July 2018	General Review	Stephen Farren Safety Advisor	<i>Steve Farren</i>
July 2019	Annual review and updated to reflect IMS & ISO45001	Stephen Farren Safety Advisor	<i>Steve Farren</i>
July 2020	Annual Review and update with COVID 19	Stephen Farren / E L McCann CMIOSH	<i>Steve Farren/ E L McCann</i>
January 2021	Updated as another Director responsible for H&S	Tracy Middlewood	<i>Tracy Middlewood</i>
August 2022	Updated to include Temporary Works	Alan Leigh	<i>Alan Leigh</i>
August 2023	Update to remove Covid 19 and generally reviewed	Alan Leigh	<i>Alan Leigh</i>

2.0 ORGANISATION & RESPONSIBILITIES

2.1 Organisation Chart



2.2 Board of Directors

1. Have joint responsibility for implementing the Baxall Construction Ltd Health, Safety and Environmental Policy.
2. Will be familiar with the broad requirements of health, safety and environmental legislation.
3. Will set specific aims and objectives in order to measure overall performance developing a positive health and safety culture throughout the company.
4. Will set a personal example at all times, particularly by providing adequate resources for health and safety and wearing appropriate protective clothing and safety equipment.
5. Will take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.

2.3 Director responsible for Health and Safety

1. Will actively participate in and support the development of a positive health, safety and environmental culture at board level.
2. Will be familiar with the broad requirements of health, safety and environmental legislation.
3. Have overall responsibility for the health, safety and environmental policy as it affects the company.
4. Will ensure the preparation, communication and implementation of policies and procedures in compliance with company requirements and appropriate to the operational sphere.
5. Will allocate sufficient resources within the company to enable the policy to be operated effectively.
6. Will set a personal example at all times, particularly by wearing appropriate protective clothing and safety equipment, and making the subject of health and safety a topic of conversation in every management meeting and every site visit.
7. Will take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.

2.4 The Senior Management Team

1. Will consist of: Board members, Supply Chain/IMS Manager, Commercial Manager
2. Will be familiar with the broad requirements of health, safety and environmental legislation.
3. Will ensure the regular review of company performance in health, safety and environmental issues, policies and procedures.
4. The team will meet twice yearly as a minimum or in light of any significant changes warranting the review of company procedures.
5. Will set a personal example at all times, particularly by wearing appropriate protective clothing and safety equipment.
6. Will take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.

2.5 Health & Safety Committee

1. Will consist of representatives from: Contracts Management, Site Management, head office administration staff and a representative from the external H&S advisors. The Managing Director will chair the meeting.
2. Will be familiar with the broad requirements of health, safety and environmental legislation.
3. Will meet on a quarterly basis, minutes will be taken, and recommendations forwarded to the Board of Directors.
4. The committee members will encourage employees to discuss / report health and safety issues which will be discussed at committee meetings.
5. Will monitor and review company statistical information for the identification of trends.
6. Will monitor and review company policies, procedures and consider new initiatives in light of any legislation changes.
7. Agenda items will include:
 - Accidents /near misses reported during the previous 6 monthly period.
 - Site inspection reports, including statistical trend identification analysis.
 - Site representative report
 - Head office representative report
 - New starters/inductions
 - Training
 - External information:
 - New initiatives

2.6 Safety Adviser

Our external Safety Advisors will assist the Managing Director and the board in the implementation of the Company Safety Policy when requested by:

1. Advising the company on all matters relating to health, safety and welfare.
2. Ensuring, where reasonably practical, that the company are kept up to date with current and proposed legislation.
3. Carry out training of management staff and operatives when requested.
4. Carry out site and premises inspections in order to monitor working practises when requested to do so.
5. When required carry out accident investigations, prepare reports and recommend measures to prevent re-occurrence.
6. Offer consultancy services applicable to the development of the company health & safety arrangements.

2.7 Managers (Contracts Managers, Administration Manager & Site Management)

1. Understand the Company Health, Safety and Environmental Policy and ensure it is brought to the notice of all employees, particularly new starters. Carry out work in accordance with the policy and, bring to the notice of the Managing Director, any improvements they may feel necessary.
2. All Managers will, on site or at Head Office, be responsible for the implementation of the company's aims & objectives for environmental improvement. The Senior Manager on site, or at place of work, is responsible for bringing to the notice of those responsible any deficiency observed and for providing guidance, information and training.

3. Ensure all incidents detrimental to the environment are reported to the Environment Agency. Displaying the national Environmental incident office telephone number prominently on site 0800 807060, this is a 24-hour manned number. A report of any such incident will be submitted to the Director responsible for health & safety for investigation and action to prevent recurrence. The Director shall disseminate any relevant information to all appropriate individuals for discussion at all Safety/ Environmental meetings throughout the organisation. All incidents will be included in the Annual Environmental Report to the Directors, or at intervals required by the Managing Director.
4. Ensure all employees, sub-contract operatives and, particularly apprentices and young people, are competent and are given induction training highlighting hazards, emergency procedures, safe methods of work (in particular the manual handling of items where mechanical aids cannot be provided) and any other relevant safety precautions. Ensure records of all induction training and copies of training certificates are retained.
5. Ensure work activities are carried out to the required company standards, with minimum risk to employees, other contractors, the public, equipment or materials.
6. Ensure all method statements and risk assessments are briefed to the workforce, and sub-contractors, and that a record of the briefing is kept.
7. Ensure risk assessments have been carried out on any substance (including hazardous substances), process of work activity hazardous to health and safety, and that appropriate control measures, training, instruction, protective clothing etc. have been provided.
8. Ensure operatives under their control are aware of their responsibilities for safe working, understand the safe method of work and are fully aware they are not required or permitted to take unnecessary risks.
9. Arrange materials to be delivered and stacked in order to avoid double handling and ensure that the off-loading of materials is carried out in a safe manner.
10. Plan and maintain a tidy work area/office/site and, check all plant, machinery, power and hand tools and equipment are maintained in good condition and records of inspections are available.
11. Ensure adequate supplies of protective clothing and equipment are maintained on site and that the protective equipment is suitable.
12. Ensure emergency systems are in place, for alerting any of the emergency services.
13. Ensure provision of adequate first aid facilities and make operatives aware of the location and the procedures for receiving first aid treatment for injuries and the subsequent reporting of such injuries following the accident reporting procedures shown on the company posters.
14. Co-operate with the Safety Advisor and seek their advice before commencing any new methods of work or potentially hazardous operations.
15. Ensure adequate fire precautions are provisioned for the work area/office/site.
16. Negotiating with clients and building occupiers to agree any necessary health and safety arrangements, such as emergency procedures, protection of the public and the provision of welfare and first aid facilities.
17. Set a personal example at all times, particularly by wearing appropriate protective clothing and safety equipment.
18. Will take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.
19. In addition, the Administration Manager will be responsible for fire arrangements at the head office and for undertaking a fire risk assessment of the premises.

20. In addition, the Contracts Managers & the Administration Manager will be responsible for taking necessary reporting action on injuries, diseases and dangerous occurrences in accordance with current RIDDOR regulations. Along with reporting the accident/incident to the Managing Director and external safety advisors.

Specific duties when acting as:

2.8 Principal Contractor's

1. Satisfy ourselves that our clients are aware of their duties that a Principal Designer has been appointed and HSE notified before we commence work
2. Make sure that we are competent to address the health and safety issues likely to be involved in the management of the construction phase
3. Ensure that the construction phase is properly planned, managed and monitored, with adequately resourced, competent site management appropriate to the risk and activity
4. Ensure that every Contractor who we appoint to work on the project is informed of the minimum amount of time which they will be allowed for planning and preparation before they begin work on site
5. Ensure that all Contractors are provided with the information about the project that they need to enable them to carry out their work safely and without risk to health. Requests from Contractors for information will be met promptly
6. Ensure safe working and coordination and cooperation between Contractors
7. Ensure that a suitable construction phase plan ('the plan') is:
 - Prepared before construction work begins
 - Developed in discussion with and communicated to Contractors affected by it
 - Implemented
 - Kept up to date as the project progresses

We shall also:

8. Satisfy ourselves that any Designers and Contractors that we engage are competent and adequately resourced
9. Ensure suitable welfare facilities are provided from the start of the construction phase
10. Take reasonable steps to prevent unauthorised access to the site
11. Prepare and enforce any necessary site rules
12. Provide (copies of or access to) relevant parts of the plan and other information to Contractors, including the self-employed, in time for them to plan their work
13. Liaise with the Principal Designer on design carried out during the construction phase, including design by specialist Contractors, and its implications for the plan
14. Provide the Principal Designer promptly with any information relevant to the health and safety file
15. Ensure that all the workers have been provided with suitable health and safety induction, information and training
16. Ensure that the workforce is consulted about health and safety matters
17. Display the project notification.

2.9 Designers

Where we undertake the preparation or modification of a design which may be used in construction work, we will endeavour to avoid foreseeable risks to the health and safety of any person, such as:

1. Carrying out construction work
2. Liable to be affected by such construction work
3. Cleaning any window or any transparent or translucent wall, ceiling or roof in or on a structure
4. Maintaining the permanent fixtures and fittings of a structure
5. Using a structure designed as a workplace
6. We will also endeavour to
7. Eliminate hazards which may give rise to risks
8. Reduce risks from any remaining hazards, and in so doing shall give collective measures priority over individual measures

2.10 Quantity Surveyor/Estimator

1. Consider fully all health and safety issues in every tender preparation and allow adequate provision to enable the works to be completed in accordance with health and safety regulations.
2. Advise the team on the safety issues relating to the project.
3. Ensure that all sub-contractors prices provide for adequate health and safety measures.

2.11 Buyer

1. Ensuring that all sub-contractors estimates/quotations include the necessary information relating to health and safety requirements.
2. Ensure that prior to orders being placed; all sub-contractors are fully aware of their duties concerning health and safety.
3. Liaise with site management/supervisors in controlling and monitoring all sub-contractor's safety arrangements during the construction process.

Ensuring that fully detailed operating and erecting instructions are requested when items of plant, equipment, scaffold towers and site welfare facilities are delivered to site.
4. Arranging for materials to be delivered in reasonable sized units or arrange adequate mechanical handling to enable safe off loading and distribution.
5. Advising when appropriate, any known alternative materials that could be used that are less hazardous in their usage.
6. Request that COSHH data sheets are supplied for all hazardous substances.
7. Compile a library of hazard data sheets relevant to the business, and review and update on a regular basis.
8. Ensure each site and the Yard at HO is registered with the Environmental Agency with respect to generation of waste.

2.12 Yard/Transport Manager

1. Understand the Company Health and Safety Policy. Carry out work in accordance with the policy and, bring to the notice of the Administration Manager, any improvements you may feel necessary.

2. Will be responsible for safe unloading and stacking, delivering and collecting of materials.
3. Will make arrangements for the maintenance and servicing of company vehicles.
4. Will arrange portable appliance testing on behalf of the company.
5. Set a personal example at all times, particularly by wearing appropriate protective clothing and safety equipment.
6. Will take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.

2.13 All Other Employees

1. Know, understand and implement policy, standards and rules at all company work locations as applicable to personal work tasks.
2. Attend and participate in training and briefing sessions on health, safety and environmental issues in order to maintain an up-to-date awareness of appropriate legislation, codes and guidance notes.
3. Consult and co-operate with their line managers and visiting advisors on health, safety and environmental topics as appropriate.
4. Report any incidents, accidents or unsafe conditions to their supervisor.
5. Set a personal example at all times, particularly by wearing appropriate protective clothing and safety equipment.
6. Take reasonable care for their own health and safety and for the health and safety of those people who may be affected by their actions.
7. Do not remove, tamper or interfere with, any items of safety equipment.

2.14 Contractors (sub-contractors)

1. The contractor's safety arrangements will be checked by the team against the requirements of this document and the specific procedures contained in the general management procedures and project safety plan for the job. Immediately mitigate any shortcomings brought to their attention.
2. Have qualified as a preferred contractor in accordance with Baxall Construction Ltd. vetting procedures.
3. Contractors have specific and direct responsibility to their own employees and others that may be affected by their work with regard to health and safety, they should:
 - Identify the hazards of their work and inform the site manager where there is a risk.
 - Ensure their own systems of work, plant and workplaces under their control are safe.
 - Co-operate with the Site Manager and other subcontractors to co-ordinate the work by liaison and consultation.
 - Comply with the site safety rules and conditions for the project.
 - Subcontractors should not deviate from planned procedures and programmes without the agreement of the Site Manager.
 - If Subcontractors employ their own subcontractors, they should ensure that equivalent safety standards are achieved.
 - Provide necessary training and supervision of activities.
 - Comply with their duties under the CDM Regulations

3.0 ARRANGEMENTS

3.1 Information and Consultation

Advisory literature on health and safety matters will be disseminated as appropriate through to site management. Site Managers will undertake toolbox talks to inform operatives of new initiatives.

When appropriate, suitable arrangements will be put in place to assist migrant workers who have limited language of the English language. Such arrangements may include documents in dual language, assistance with interpreting induction and toolbox talks.

Health and Safety committee members will encourage employees to discuss / report health and safety issues which will be reported back to meetings on a 6-monthly basis. In addition, the company will hold staff meetings to discuss new company initiatives and significant changes in company procedures.

Our external safety advisors will update our Site Managers during regular site inspections including new Health & Safety Executive campaigns and initiatives.

3.2 Induction and Training

All new staff will attend an induction as appropriate to their work location. The requirements of any health, safety and environment training will be assessed at this stage and subsequently considered by their line manager. Induction training will be undertaken on the 1st day of employment and follow our procedures as outlined in our quality management system. Staff will be issued with a copy of this policy and a company handbook on the 1st day of employment.

Site Managers will undertake induction of all operatives on the 1st day of working on their site whether our own direct labour, agency or subcontracted. All Site Managers have the facility to run a site-specific induction programme either from a laptop or using a flip chart.

Training requirements will be identified, and an annual training programme developed. The training programme will form part of our set aims for the year. As a minimum for Contracts Managers, Project Managers and Site Managers the IOSH 5 day Managing Safely course will be the company standard. A programme has also been introduced for all site managers to attend the SMSTS (Site Managers Safety Training Scheme) In addition CSCS cards will be obtained for various levels of the company including visitor's cards where applicable.

First Aider and fire training will be undertaken for both our head office and site based activities.

In house training will be undertaken via staff meetings, team meetings and toolbox talks. Training procedures are identified in our quality management system which is subject to regular internal and external auditing.

3.3 Monitoring and Review

The external safety advisors will, through regular site visits, monitor performance on site. The Site Managers will also conduct periodic site inspections which will be documented.

As part of our project management processes we undertake subcontractors and suppliers performance reviews. Site management will monitor performance via the Considerate Constructors monitoring checklist, in addition we request that our subcontractors monitor Baxall Construction performance. All subcontractors will have pre-qualified via questionnaire/evidence submission for

our preferred subcontractor list. Ongoing performance monitoring will be via subcontract/site meetings.

Meetings will be held at regular intervals to discuss all aspects of health and Safety and to monitor, review update policy and procedures as necessary.

Meeting Title	Frequency	Discussion points
Board of Directors	Annual Review	Policy Procedures Aims and objectives
Board of Directors	Monthly	Strategy Performance Stats evaluation Training Budget setting
Senior Management Meetings	Minimum 6 monthly	Review of: Policy Strategy Performance
H&S Committee	Bi Monthly	Reports Statistical evaluation
Project Review Meetings	Monthly	Strategy Performance
Site Managers Review	Annually	Performance

Monitoring will also be undertaken through incident statistic evaluation and site reports. In light of any identified omissions within our policy, which may be raised through our monitoring, such areas shall be reviewed to seek improved control and the policy adapted to suit, with all being made aware of the changes.

In addition, we will undertake both internal and external audits to effectively monitor/review our systems and procedures.

3.4 Drugs and Alcohol

We have a zero-tolerance policy to the use of or influence of drugs and alcohol in or affecting performance in the workplace. Individuals are expected to arrive at work fit to carry out their jobs and able to perform their duties safely without any limitations due to the use or aftereffects of alcohol or drugs. In this policy, drugs include the use of controlled drugs, psychoactive (or mind-altering) substances formerly known as “legal highs”, and the misuse of prescribed or over-the-counter medication.

The Company prohibits the bringing onto, keeping or consuming of alcohol or non-prescription drugs on our premises, property or client sites or in a Company vehicle or vehicle designated for business use by the owner. Individuals will not be allowed to work or drive if they are suspected to be under the influence of alcohol or drugs as this may impair your ability to work safely.

Individuals are reminded that alcohol, on average, takes one hour per unit to be processed and therefore care must be taken to ensure that you are not still under the influence of alcohol should you drink the previous evening.

It will be the individual's responsibility to notify their line manager when taking prescription drugs that may affect their performance putting others and themselves at risk especially when operating plant & equipment.

3.5 Disputes

In the event of any dispute regarding health and safety matters; these should be addressed to an immediate supervisor and if not successfully resolved directed to the Managing Director in writing.

3.6 Discipline

Failure to comply with the Company Health and Safety Policy or contravention of statutory requirements, regulations, rules or procedures will be disciplined in accordance with company procedures.

3.7 Company Vehicles/Personal Vehicles for Company Business

Vehicles must be properly driven with due care and attention at all times and properly loaded. Passengers are not allowed to travel in any moving vehicles except in the proper seats provided. Drivers of vehicles are responsible for ensuring that they are maintained in a road worthy and safe condition and that any defects are reported and rectified in a timely manner. Only persons with a current full driving licence may drive company vehicles. Driving licences must be submitted to the office upon commencement of the use of a vehicle. Driving licenses and insurances will be checked on an at least annual basis.

3.8 Use of Mobile Phones

In line with legislation, the use of hand-held phones while driving on company business is prohibited. They can only be used when safely parked, with the engine switched off, before commencing communication, whether the medium is speech, text or any other form of data transfer.

Short conversations on hands free mobile equipment should only take place when traffic conditions make it safe to do so. If it is not safe, or the call will be longer, calls should be ignored or terminated. In all cases, it is preferable for calls to be taken by the answer phone function and replied to when the driver has reached their destination.

On site: Unless using hands free devices or the use of a mobile phone does not compromise the safety of the individual or anyone else; use of mobile phones will be restricted to the welfare areas.

3.9 Accident / Incident Reporting

All accidents will be reported to the office and recorded in the site accident book held there. Where these accidents are reportable under the Reporting of Injuries and Dangerous Occurrence Regulations, they will be reported to the Director responsible for Health & Safety and the Contracts Manager who will report the incident to the HSE, with the help of the external H&S advisors if required. They will notify both the Managing Director and our external safety advisors; a full investigation and report will be undertaken.

The Managing Director is responsible for ensuring that investigations are undertaken and where applicable accidents are reported to the HSE.

3.10 First Aid

As a minimum we will provide a first aid at work trained first aider for both our head office and site operations with an additional first aid at work trained first aider to cover absences. The first aiders

will be responsible for maintaining first aid equipment and supplies.

3.11 Fire

The Team shall assess all remote sites on an individual basis. They shall ensure that a fire plan is provided for each project. The Site Manager shall be responsible for the upkeep of agreed safe systems on site and for updating the fire plan throughout the project.

The Administration Manager shall be responsible for fire arrangements at our head office. Fire marshals will be appointed and receive training, a fire risk assessment of the premises will be undertaken and regularly reviewed.

3.12 Smoking Policy

In compliance with current legislation smoking is strictly prohibited throughout our office premises and throughout all internal areas on all remote sites. The management will determine smoking arrangements to external areas on a project by project basis. All employees will be expected to adhere to these arrangements.

3.13 Welfare Facilities

The welfare facilities provided for all projects will comply with the requirements of the Construction Design and Management Regulations.

The Contracts Manager has the responsibility for ensuring, so far as reasonably practicable that the requirements of this regulation are complied with, as applicable to the type of project.

Our head office premises will comply with the requirements of the Workplace Health, Safety and Welfare Regulations.

3.14 Housekeeping, Handling and Storage

In the interests of safety and to avoid unnecessary injury, materials and products should be sensibly off-loaded and stored. Heavy and long materials should be stored at low level and any materials stored at high level should be suitably restrained from sideways movement.

Site cleanliness / tidiness, materials / waste stacking, storage and disposal will be controlled on remote sites by the Site Manager.

3.15 Supervision

All of our work activities shall be properly supervised though the extent of supervision shall be reliant on a number of factors including, experience of operatives, difficulties of task, risks involved, the work environment, client requirements, knowledge of contractors etc. As a minimum we will appoint a Site Manager and assistant for all remote site operations.

3.16 Health Surveillance

It shall be company policy to control our activities to prevent the need for health surveillance. However, we shall determine any necessary health surveillance requirements through the assessment process and continual monitoring (e.g. through absence records, complaints etc.) by line management.

In particular, where exposure to dermatitis, vibrating equipment, noise or substances is identified as likely, determination will be made of potential extent of exposure in line with regulatory requirements.

Initial simple health surveillance programmes shall be used such as skin checks and hand observation through Site Managers.

Where health surveillance programmes are required, we shall consult with a medical practitioner or occupational health professional to design such programmes. The decision to consult in such a manner will be made by the Managing Director. All Management have a responsibility for providing the Managing Director with relevant information on which to base any decisions.

3.17 Mental Health and Stress

Many factors in the home and the workplace influence the mental wellbeing of individual employees as a whole. Understanding and addressing these factors which affect people's mental wellbeing at work have a wide range of benefits, both for individuals and the company. Mental wellbeing in the workplace is relevant to everyone and everyone can contribute to improving the mental wellbeing at work. Addressing workplace mental health and wellbeing can help strengthen the positive, protective factors of employment, reduce risk factors for mental ill health and improve general health. It can also help promote the employment of people who have experienced mental health problems and support them once they are at work.

We aim to create and promote a workplace environment that supports and promotes the mental wellbeing of all employees. We recognise that certain working conditions and practices can negatively affect employees' mental wellbeing, including aspects of work organisation and management and environmental and social conditions that have the potential for psychological as well as physical harm. All managers are responsible for monitoring the level of stress being experienced by employees, this may be achieved through conducting short informal interviews on a regular basis.

Situations and circumstances that are perceived by employees to be subjecting them to undue stress and affecting their mental health should be reported to the Manager. Medical consultations or interventions related to stress and mental health must be reported to the Manager, particularly where a medical practitioner recommends time off work.

The Manager, in consultation with the mental health champion, must take perceived stress into account and provide working arrangements and an environment, which will prevent a reoccurrence or deterioration in the condition. Records of the reported issues and the appropriate action taken must be maintained.

3.18 Plant and Equipment

Arrangements have been made to ensure that all plant and equipment is regularly maintained and inspected in safe working order. Statutory requirements relating to testing and inspection will be obtained and distributed so as to ensure the safe use of equipment. All operatives will be trained, competent and in possession of certificates. Visual Inspection – equipment will be visually inspected daily before commencement of work. Any defects will be reported to the Site Manager and the equipment removed from service and arrangements made for repair or replacement.

3.19 Pre-Site Planning

Baxall Construction Ltd is committed to planning for Health & Safety. We shall regularly review our activities and policy in line with legislation changes or technological advancement. Tenders will be

sufficient to cover methods of working and adequate welfare facilities. At the planning stage, action will be taken to ensure compliance with all relevant regulations.

In particular:

- Adequately trained management and operatives.
- The most appropriate order and method of working.
- The drawing up of Hazard/Risk Assessments where necessary.
- Method Statements as required.
- The arrangements for a safe supply of electrical power and the provision of adequate lighting.
- Allocation of responsibilities with contractors.
- Discussion with contractors as to control and supervision of safety on site.
- Nomination of an overall safety supervisor (Site Manager) for site.
- The prevention of hazards which might arise from overhead or underground services.
- Facilities for welfare and first aid suitable to the site.
- Adequate fire precautions, traffic management and permits to work if necessary.
- Identification of and planning for, any special risks relevant to the contract through Risk Assessment.

Where required provision will be made for adequate and clear instructions, to establish working methods, to explain the sequence of operations, to outline potential hazards at each stage and to indicate precautions to be adopted in case of emergency e.g. fire or explosion and particularly in occupied factories etc.

To check over working methods and precautions with Site Managers before work commences.

Procedures will follow our project management process as outlined in the flow chart included within this policy document, which forms part of our Quality Management system.

3.20 Environmental

Baxall Construction Ltd will aspire to reduce environmental damage and increase, where possible, the opportunities for environmental gain. We will identify aims & objectives to improve noise, waste and emissions pollution and these will be reviewed annually.

Encourage all employees and subcontractors to avoid and prevent environmental damage and to act as good neighbours to those affected by building and construction activities. The Company is a 'Considerate Constructor' and all relevant sites will be registered to this scheme.

Arrangements will be made by Managers responsible to ensure the following:

- All work is carried out in accordance with the relevant Acts, Regulations, Company Policies and Procedures, COSHH plans and other Company/ Safety Advisors (CSSE) instructions.
- Waste is removed in accordance with legislation and by registered carriers to licensed tips and appropriate records maintained.
- Measures are taken to control ground, river and coastal water pollution.
- Measures are taken to control noise pollution.
- Measures are taken to control air pollution by maintaining a 'no burning on site' regime.

- Measures are taken to control vibration pollution.
- A good neighbour policy is implemented via the 'Considerate Constructors Scheme'
- Compliance with International Protocol by ensuring that ozone-depleting gases, such as CFC's and Halons, are not discharged to atmosphere.
- All materials wastage is minimized, recycling options promoted and water, paper and energy conserved.
- Wildlife habitats, flora and fauna, archaeological and heritage sites are protected as appropriate.

3.21 Personal Protective Equipment Regulations

Following the assessment of risk, the Company will:

- Ensure PPE is available and suitable.
- Ensure PPE is maintained, kept clean and replaced when defective.
- The PPE will be safely stored when not in use.
- Training and information will be given to ensure PPE is safely used.

The Company will not charge any employee for PPE identified to be used in the risk assessment.

Please refer to the Company PPE policy dated 11th November 2020 (document P026-03) for specific & detailed policy information.

3.22 The Management of Health and Safety at Work Regulations

Controls will be taken in line with the prevention principles as outlined in the Management of Health and Safety Regulations:

- Avoiding risks.
- Evaluation of the risks which cannot be avoided.
- Combating risks at source.
- Adapting the work to the individual.
- Adapting to technical progress.
- Substitute the dangerous with the non-dangerous and less dangerous.
- Development of an overall protection policy covering technology, organisation of work, social relationships and the environment.
- Giving collective protective measures priority over individual protection measures.
- Giving appropriate instruction, information and training to employees.

3.23 The Control of Substances Hazardous to Health Regulations

No substances that fall into this category will be used unless:

- An assessment of the substances has been made, after taking into account the locations and purpose for which it is to be used.
- The relevant Material Safety Data Sheet has been obtained from the substance manufacturers or supplier and a COSHH sheet produced.
- The safety precautions necessary have been determined.
- Any protective equipment required has been obtained.

- The operatives have been informed of the potential hazards, precautions needed, and the safe system of work to be adopted.

3.24 The Noise at Work Regulations

Noise hazards shall be reduced within the Company by following the procedures listed below:

- When noisy plant or equipment is either hired in or purchased, the suppliers will be asked for the noise information details which they are required to provide under these regulations.
- Where existing noisy plant or equipment is used, then measures will be taken to determine the typical noise levels which can be expected from that equipment under normal working conditions.
- Similarly, where it is not possible to establish typical working noise levels due to, say environmental influences, noise level readings will be taken, and adequate control measures identified.
- Operatives will be given information and training on the risk of damage to hearing to which they may be exposed, and the steps taken to minimise that risk.
- Site Managers will identify the requirements for noise assessments and contact the Company Safety consultant for measurement and advice as necessary.

3.25 The Manual Handling Operations Regulations

Where it has been assessed that there is a risk of injury from manual handling, the first consideration will be whether the load needs to be handled, or whether handling can be minimised. Where there is no alternative, the use of mechanical handling aids will be considered in the first instance.

Manual handling assessments shall be undertaken by the management team at the planning stage where possible or by the Site Manager throughout the project.

Staff will receive instruction and training in manual handling.

3.26 The Electricity at Work Regulations

The following policy will be adopted within the company:

- All fixed and temporary electrical appliances and supplies will satisfy the relevant IEE Wiring Regulations and British Standards.
- Regular Maintenance and inspections will be carried out on all electrical appliances, tools, extension leads, transformers and generators etc. to ensure they remain in a safe working condition. The time period between such inspections will depend on the circumstances under which the appliance is to be used, with the minimum requirement being a visual inspection prior to commencement of work.
- All portable tools on site will be run on 110 volts.
- Where a 110-volt supply is not appropriate or available, a 240-volt supply can be used provided that the supply is protected by a suitable residual current device (RCD) at the outlet or source.
- Portable appliance testing will be carried out on a 3-monthly basis on all power tools which are regularly used on site. Tools used infrequently will be subject to a 6 monthly PAT test. At our head office portable appliances will be tested on an annual basis.
- All subcontracted work will require the submission of risk assessments and, where applicable, method statements and PAT records prior to commencement of works.

- Construction phase safety plans will identify underground and overhead power cables where information is available. Before commencement of ground works the area of dig is to be CAT scanned to locate any buried services.
- Head Office: Copies of the fixed installation test certificates will be obtained from the Landlord for the electrical and gas installations and the fire alarm system.

3.27 Working at Height Regulations

We shall ensure that we carry out our responsibilities as stated in the guide to working at height published by the HSE namely to ensure:

- All work at height is properly planned and organised
- All work at height takes account of weather conditions which could endanger health and safety
- Those involved in work at height are trained and competent
- The place where work at height is carried out is safe
- Equipment for work at height is appropriately inspected
- The risks from fragile surfaces are properly controlled; and
- The risks from falling objects are properly controlled.

We shall ensure that working at height is properly planned, appropriately supervised, and carried out as safely as is reasonably practicable.

When working at height is unavoidable we will ensure that a plan for emergencies and rescue is incorporated either within the safety plan or forms part of our risk assessment.

3.28 The Workplace Health, Safety & Welfare Regulations

The Workplace Health, Safety & Welfare Regulations are applicable to our offices and yard area.

- **Maintenance** – Workplaces, equipment, devices and systems will be maintained in an efficient state, working order and good repair. Where appropriate a suitable system of maintenance will be established.
- **Environmental Factors** – Enclosed workspaces will be properly ventilated and kept at a reasonable temperature, regularly cleaned, not overcrowded and with adequate lighting.
- **Rest and Welfare Facilities** – The Company will supply rest facilities as required within the Regulations

3.29 The Construction Design & Management Regulations

When we are appointed as Principal Designer and/or Principal Contractor we will comply with the CDM Regulations 2015 irrespective of whether or not the project is notifiable to the HSE. The Company will endeavour to manage all stages of the construction project by:

Principal Designer:

- Advise and assist the client with his/her duties
- Ensuring the HSE is notified of the project.
- Ensuring co-ordination, the health and safety aspects of design work and cooperate with others involved in the project.
- Facilitate good communication between Client, designers and contractors.

- Liaise with principal contractor regarding on-going design.
- Identify, collect and pass on pre-construction information.
- Prepare/update health and safety file.

Designers:

- Knowing what the potential hazards will be during the construction, maintenance, cleaning and dismantling of their design.
- Satisfying themselves that there is at least one safe way of constructing their design.
- Eliminating hazards where feasible.
- Reducing risks from those hazards which cannot be eliminated.
- Providing information on residual risks if they are significant.
- Check the client is aware of their duties and the Principal Designer has been appointed.
- Provide any information needed for the health and safety file.

When the project is notifiable to the HSE and we are appointed as Principal Designer the following will apply:

Principal Contractor:

- Plan, manage and monitor construction phase in liaison with other contractors
- Prepare, develop and implement a written plan and site rules (initial plan completed before the construction phase begins)
- Give contractors relevant parts of the plan
- Make sure suitable welfare facilities are provided from the start and maintained throughout the construction phase
- Check competence of all appointees
- Ensure workers have site inductions and any further training needed for the work
- Consult with the workers
- Liaise with the Principal Designer regarding ongoing design
- Secure the site

3.30 Hand Arm Vibration and Whole-Body Vibration Syndrome

It shall be company policy to consider all activities that give rise to the threat of exposure to vibration presenting risk of conditions such as vibration white finger, carpal tunnel syndrome etc. It is recognised that our activities have the potential to present a risk to health in this regard and all operations shall be assessed on a task specific basis to determine the level of risk and identify control measures.

Where applicable: health surveillance will be monitored in line with company policy and procedures.

3.31 Control of Asbestos at Work Regulations

Under the Control of Asbestos Regulations, the Company has a duty to:

- Make employees aware of the dangers of asbestos through training and information

- Identify possible asbestos on sites by enquiry and survey ensuring a “Pre Refurbishment/Demolition Survey” is undertaken for all refurbishment and demolition work.
- Arrange the safe removal and disposal of asbestos by a licensed contractor.
- Our head office premises have been extended/completely refurbished and do not contain asbestos.

3.32 Lifting Operations and Lifting Equipment Regulations

We shall ensure that we carry out our responsibilities as stated in the Lifting Operations and Lifting Equipment Regulations;

- All mobile crane lifts, under the control of Baxall Construction Ltd, to be “Contract Lifts” with approved Crane Hire Companies.
- All Tower Crane specification and installation to be undertaken by approved Crane Hire Companies under the supervision of an “Appointed Person”.
- Planning and supervising of lifting operations will be carried by an “Appointed Person” who will appoint competent people to carry out the operation in a safe manner.
- Site Management to liaise with the “Appointed Person” who is responsible for the selection of equipment to ensure that it is suitable for the task being undertaken.
- The “Appointed Person” and Site Management are responsible to check that lifting equipment and accessories have been subject to ongoing thorough examination, 7 day recorded inspections and a visual inspection daily prior to commencement of work. All defect equipment/accessories will be immediately removed from service.
- The “Appointed Person” and Site Management are responsible to check that operatives have been properly trained and fully conversant with all aspects of the lifting plan and safe operation of their lifting equipment.

3.33 Provision and Use of Work Equipment

In compliance with the PUWER Regulations we shall ensure equipment is:

- Suitable for use, and for the purpose and conditions in which it is to be used.
- Maintained in a safe condition for use so that operatives’ health and safety are not at risk.
- Visually inspected prior to commencement of work and formally inspected by Site Management at regular intervals.
- Where applicable suitable guards and protection devices will be provided.
- Following of safe systems of work and providing adequate information, instruction and training.

3.34 Display Screen Equipment Regulations

When selecting equipment, the Company will take into account the working conditions and risks within the workplace. The equipment will be suitable for the intended use and properly maintained.

Assessments will be undertaken for each workstation and adequate information, instruction and training will be given to all users. The assessment control measures will include the need for regular breaks from work.

Users are determined and informed of the availability of free eyesight tests.

3.35 Temporary Works

Where there is a requirement for Temporary Works on a project, the Temporary Works Policy and procedures are to be adopted within the company.

1. Temporary works policy complies with BS5975 2019 code of practice for temporary works.
2. Maintain a consistent approach to temporary works and consider the project lifecycle from tender to removal.
3. Temporary works is to be designed, constructed, maintained, used, and dismantled safely.
4. Principle Contractor Designated Individual (DI) responsible to appoint in writing via a letter of appointment, trained and experienced Temporary Works Coordinators (TWC) and/or a Temporary Works Supervisor (TWS) to each project requiring temporary works.
5. Develop, implement, and update Temporary Works forms in accordance with BS5975 Code of Practice for Temporary Works Procedures and the Permissible Stress Design of Falsework.
 - Temporary Works Design Brief
 - Temporary Works Design Check Certificate
 - Temporary Works Permit to Load/Unload
 - Temporary Works Register
 - Temporary Works Risk Classification Chart
6. Temporary works guidance to be followed.
7. Review progress through audits, lessons learnt and customer/client/sub-contractor/consultant feedback.
8. A review of the policy on a 12-month basis.