

HEALTH & SAFETY POLICY STATEMENT



Step on Safety

SOS-22-V12

General Principle

The Company (Step on Safety Limited and DeckSafe Solutions Limited) acknowledges and accepts its legal responsibility for securing the health, safety and welfare of all its employees, sub-contractors working on its behalf, and all others affected by their activities under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work act Regulations 1999, and as such, the Company will provide and maintain safe and healthy working conditions so far as reasonably practicable.

As a Contractor under the Construction (Design & Management) Regulations 2015 we will:

- Make sure the client is aware of the client duties under CDM 2015 before any work starts.
- Plan, manage and monitor all work carried out by the Company and our workers, taking into account the risks to anyone who might be affected by it (including members of the public) and the measures needed to protect them.
- Check that all workers we employ or appoint have the skills, knowledge, training and experience to carry out the work, or are in the process of obtaining them.
- Make sure that all workers under our control have a suitable, site-specific induction, unless this has already been provided by the principal contractor.
- Provide appropriate supervision, information, and instructions to workers under our control.
- Ensure we do not start work on site unless reasonable steps have been taken to prevent unauthorised access.
- Ensure suitable welfare facilities are provided from the start, for workers under our control, and ensure they are maintained throughout the work.

In addition to the above responsibilities, as contractors working on projects involving more than one contractor we will:

- Coordinate our work with the work of others in the project team.
- Comply with directions given by the principal designer or principal contractor.
- Comply with parts of the construction phase plan relevant to our work.

Organisation And Responsibilities

Responsibility for health and safety is split as follows:

Managing Director

Quality, Health & Safety Manager

All Employees

To ensure that this policy is carried out effectively, to the mutual benefit of all employees, the following responsibilities are defined.

FOR MORE

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Managing Director is responsible for:

The Managing Director has overall responsibility for health and safety within the Company and will:

- Ensure suitable financial provision is made for health and safety obligations.
- Provide a safe working environment for employees and others who may be affected by the work activities.
- Ensure that the health and safety policy is effectively implemented throughout the Company.
- Provide appropriate information, instruction, supervision, and training to employees.
- Ensure work is planned to take into account health and safety issues.
- Provide adequate welfare facilities for the employees in accordance with current workplace health, safety, and welfare regulations.

All employees shall at all times take reasonable care of themselves and have due regard for the health and safety of others who may be affected by their work activities.

Quality, Health and Safety Manager is responsible for:

- Setting and reviewing the corporate policy on health and safety and for authorizing certain jobholders to implement and monitor the application of the policy.
- Ensure that supervisory staff understand their responsibilities for safety and receive appropriate training.
- Holding periodic meetings with supervisory staff during which hazards, accidents and other work and safety items are discussed.
- Ensuring that all employees and the working conditions are meeting the requirements of the safety policy and safe working procedures.
- Ensuring that all known existing hazards are brought to the attention of all employees and other persons who may work in or visit the Company premises or sites, and the necessary preventive and/or protective measures are defined and adhered to.
- Ensuring all statutory, Company and site safety rules, requirements and procedures based on statutory regulations are adhered to.
- Promoting safety awareness in all employees.
- Ensuring that all employees have been issued with the Company Health and Safety Policy.
- Carrying out regular safety checks, to ensure the areas under his control meet all appropriate safety requirements.
- Ensuring that risk assessments, COSHH, manual handling and method statements have been undertaken and the relevant information has been issued to those employees who may be at risk.
- Ensuring that all accidents and dangerous occurrences, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, are reported within the required times and in accordance with Company procedures.

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Employees are responsible for:

- Taking reasonable care for their own health and safety and of other persons who may be affected by their acts or omissions at work.
- Complying with any duty or requirement imposed on the Company or any other person by, or under any of the relevant statutory provisions and to co-operate with them so far as is necessary to enable that duty or requirement to be performed.
- Never intentionally or recklessly interfering with, or misusing anything provided in the interest of health, safety, or welfare in pursuance of any of the relevant statutory provisions.
- Wearing or using protective clothing or equipment provided where required to do so and reporting immediately to their supervisor any faulty protective clothing or equipment.
- Reporting accidents promptly to their supervisor and seeking first aid for all injuries however minor they may be.
- Reporting promptly to their supervisor about any unsafe conditions, damage to Company property or any dangerous occurrences. Employees are encouraged to take part in two-way communication and discussion of ideas and action concerning health, safety and welfare between themselves and the Company management.
- Co-operate with supervisors and management in their observance of Company safety rules and procedures and in the introduction of any changes to working practices, which are intended to improve health, safety, and welfare at work.

Note: Any breach of health and safety rules, procedures or responsibilities may constitute an offence within the Company's disciplinary rules and, if of a serious nature, could, after investigation, lead to summary dismissal.

Policy Details

- The Company will provide adequate control of the Health and Safety risks arising from its operations and as a result will, so far as reasonably practicable:
- Provide and maintain plant and systems of work that are safe and without risk to health.
- Make arrangements to ensure safety and absence of risk to health in connection with the use, handling, storage, and transport of materials.
- Provide information, instruction, supervision, and training as appropriate for maintaining the employee's health and safety at work.
- Maintain the place of work, means of access and egress from it in a condition that is safe and without risk to health.
- Provide and maintain adequate facilities which are safe and without risk to health with regard to arrangements for welfare at work.

The Company ensures all employees are competent to carry out their tasks and given adequate information, instruction, supervision, and training. They are also encouraged to be actively involved in maintaining safe operating conditions and practices and as such any health and safety concerns should be highlighted to the Company Health and Safety Manager as soon as possible.

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Scope

This policy statement applies to every business unit in the group. Fulfilment of the policy depends upon each member of staff playing their part as appropriate, from the Managing Director to each individual in the business units.

This policy will be reviewed regularly to ensure health and safety standards are maintained and improved when and where necessary.

Kevin Webb
Managing Director
29/01/2025

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