

	<h2>HEALTH & SAFETY POLICY</h2>	Issue No	01
		Issue Date	21/05/2025
		Status	FINAL
		Document No	POL-001-LTD
		Confidentiality	Internal
		Author	SB

Health & Safety Policy

Hewitson Limited is fully committed to ensuring the health, safety, and welfare of all its employees, contractors, visitors, and members of the public who may be affected by our activities. We will comply with all relevant UK health and safety legislation, including but not limited to the Health and Safety at Work etc. Act 1974, and adhere to the requirements of ISO 45001:2018.

We aim to:

- Prevent injury and ill health.
- Continuously improve occupational health and safety (OH&S) management and performance.
- Consult with employees and promote participation in health and safety matters.
- Provide safe and healthy working conditions, plant, equipment, and systems of work.

Responsibilities

- The Managing Director holds overall responsibility for health and safety within Hewitson Limited.
- Senior Managers and Supervisors are responsible for implementing health and safety procedures within their areas and ensuring compliance.
- Employees must take reasonable care of their own health and safety and that of others, cooperate with management, and report hazards or unsafe practices.

Legal and Other Requirements

We will:

- Comply with all relevant UK health and safety laws.
- Meet the requirements of ISO 45001:2018.
- Identify and assess legal obligations and other applicable requirements.

Risk Assessment and Hazard Control

- We will systematically identify hazards and assess risks to ensure effective control measures are in place.
- Risk assessments will be regularly reviewed and updated.
- Employees will be involved in risk assessment processes.

Training and Competence

- We will provide necessary health and safety information, instruction, training, and supervision.
- All employees will receive appropriate induction and refresher training.
- We will ensure that all personnel are competent to carry out their duties safely.

Communication, Participation, and Consultation

- We will foster open communication on health and safety matters.
- Regular safety meetings and briefings will be conducted.
- Employee consultation and participation in decision-making will be encouraged.

Emergency Preparedness and Response

- Procedures for emergency situations will be developed, maintained, and tested.
- All employees will be trained on emergency response procedures.

Monitoring and Continuous Improvement

- Health and safety performance will be monitored through regular inspections, audits, and reviews.
- Incident reporting and investigation processes will be implemented to learn from accidents and near-misses.
- Objectives and targets will be set to drive continual improvement.

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Occupational Health

- We will identify and control health risks arising from work activities.
- Occupational health surveillance will be provided where necessary.

Policy Review

This policy will be reviewed annually or following significant changes to ensure it remains relevant and effective.

Signed:



Michael Hewitson

Managing Director, Hewitson Limited

Date: 21st May 2025