

# Health and Safety Policy

## Purpose

It is the purpose of this document to set out the Health and Safety Policy of the Firm as required by Section 2 (3) of the Health and Safety at Work Act.

## General Policy

It is the policy of Tony Gee and Partners LLP:

- To safeguard the health, safety and welfare of all its employees while at work, and to provide so far as is reasonably practicable a working environment in the office, on site and on operational railways, which is safe and without risk to health.
- To commit to continual improvement in management of health, safety and welfare and health and safety performance, with a defined and published programme of measurable health and safety objectives.
- To recognise its obligations to meet all relevant legislative requirements pertaining to health and safety, including the Health and Safety at Work etc Act 1974 and the Construction (Design & Management) Regulations 2015 and the relevant statutes and regulations applicable in other legal jurisdictions which apply to any of the firm's undertakings.
- To eliminate hazards and reduce occupational health and safety risks.
- To consult with workers and, where they exist, workers' representatives and encourage participation of workers in the management system.
- To organise and arrange its affairs to ensure compliance with the policy.
- To ensure that competent persons are appointed to advise on health, safety and welfare matters.
- To control, monitor and review the policy at the Management Review at intervals not exceeding 12 months and to revise as necessary in intervening periods to comply with current legislation.
- To ensure that safety training and instruction is provided for all staff, both permanent and temporary, appropriate to their task and exposure to hazards, methods and equipment.
- To ensure that all new employees receive induction training together with an assessment of training needs within three weeks of appointment.

The LLP Members and Management are committed to the implementation of all the contents of this policy and will ensure that adequate resources so to do are made available. It is every employee and sub-contractor's responsibility to co-operate fully in the implementation of this policy and to consider it their duty to the Firm, to other employees and to the general public so to comply.

Neglect by any employee or sub-contractor regarding the Firm's Health & Safety Policy will be viewed as a serious breach of its stated aims and may result in disciplinary action being taken against such an employee or termination of the sub-contractor's contract.

The allocation of duties for Health & Safety matters and the particular arrangements that the Firm will make to implement its Policy are set out within the operational procedures contained with the Quality Management System.

Signed:

C J Young  
Executive Managing Director

Reviewed Date: January 2021