



UK POWER ENGINEERS LTD HEALTH AND SAFETY POLICY STATEMENT

Introduction

UK Power Engineers Ltd (UKPE) genuinely care for our staff and wants to portray this as our health and safety directive and we are committed to strive for continual improvement in its safety performance with the goal of ensuring that no-one is injured or has their health damaged or compromised as a result of business activities. A zero-incident target is set to achieve this.

Our company will comply with the requirements of the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, CDM Regulations, associated regulations and other standards or approved codes of practice as applicable to our nature of business and its activities. It will also, so far as is reasonably practicable, ensure that staff, or other persons affected by its activities, are not exposed to significant risk to their health or safety.

UKPE recognises that effective health and safety management will make a significant contribution to the well-being and motivation of its staff, which in turn, will benefit business performance, customer satisfaction and profitability. As such, health and safety is an essential element in all areas of the business from planning through finance and resource management to the delivery of its services.

Culture and Behaviour

UKPE actively promotes an open, constructive and positive culture and requires the involvement of all staff and other business partners in delivering our safety ideals through effective communication, consultation and co-operation. Everyone working for UK Power Engineers Limited is therefore expected to;

- Take personal responsibility for the safety of themselves, colleagues and anyone they affect by their actions or inactions.
- Comply with the company policies and procedures, including the correct use of equipment and Personal Protective Equipment, and any training received.
- Actively report any situations they encounter where health and safety could be compromised, or conditions could be improved.
- Participate in the development of policies, procedures, risk assessments and method statements for the work activity they undertake.

The culture of the company is reflected in the structure of its organisation where the company Managing Director, Managers and employees meet regularly in an alliance of co-operative endeavour to discuss and promote health and safety, and proactively seek the attainment of exceptional health and safety performance.

From a management point of view the company promotes a positive health and safety culture by:

- Providing and demonstrating successful leadership
- Establishing and maintaining communication at all levels throughout the business
- Promoting and encouraging employee involvement at all levels
- Promoting a learning culture
- Promoting a no blame culture



The Managing Director appoints a Health and Safety Advisor (HSA) and all employees of the company are encouraged to report any near miss/incidents to the Health and Safety officer so a review can be undertaken to identify any extra control measures that may be needed to reduce the risk of accidents.

The company ensures that any incident reported to the HSA is fully investigated within a practicable time scale. Where accidents reportable to RIDDOR they are notified to the HSE by the Managing Director or General Manager. Not reporting accidents and dangerous occurrences may result in disciplinary action.

Monitoring of any Health and Safety training requirements to ensure that all employees are able to comply with legislation and carry out their work safely.

All employees should feel empowered to raise any issue they see significantly as a risk to their health, Safety or well-being.

Communication of information

The HSE will ensure that all employees are consulted on a range of health and safety matters at regular intervals.

The HSE is responsible for the issuing of information to staff at all levels this includes:

- Agenda and minutes for safety meetings
- Team briefings
- Tool box talks
- Operational restrictions
- Updates to the HSE and Quality Management System

Copy of the Health and Safety Policy will be displayed that all employees can access at any time.

Any relevant information that requires circulation to staff will be directed through the HSE.

As a company we are committed to the health and safety of all our employees therefore we use communication to the best of our ability as we see this as key to our success in promoting a positive culture throughout the business.

Targets

Throughout the Health and Safety Management System, targets for safety are set at the commencement of each calendar year by the Managing Director in collaboration with the HSA in order that performance and the aim of continual improvement can be measured and reviewed. One key target is to strive for a zero accident rate. Performance against key strategic targets is continually reviewed to identify opportunities for further improvement.

At all times, our staff are empowered to stop and request assistance or guidance if they consider their safety or the safety of others is, or will be, compromised.

Risk Assessment

The company recognises the importance of suitable and sufficient risk assessments. For all projects, a 'project specific' risk assessments will be completed by Project Managers (PM) or other competent persons prior to task commencement and the outcome will be used to formulate safety Control Measures and Method Statements and influence Safety Policies. The PM will regularly monitor and update the risk assessments to identify those changes have occurred and the new control measures needed, or where works are to be completed when 'project specific' risk



assessments have not been completed. This process is designed to ensure that situation/condition changes are identified, and any hazards identified, and control measures implemented in order to minimise the risk to staff and others.

In addition, the company utilises the risk assessment process to ensure that all staff are provided with, as appropriate;

- Suitable and sufficient training
- Appropriate Personal Protective Equipment, which staff are expected to use, inspect maintain and store in accordance with the training provided
- Suitable first aid, welfare and emergency procedures
- Plant and equipment suitable for the purpose which it is intended, which staff are expected to use, store and transport in a safe manner

Duties and Responsibilities

The Health and Safety Management System clearly defines the health and safety responsibilities and duties placed upon all staff and these are discussed and explained at induction to ensure employees are fully aware of their important role. The responsibility of individuals will be regularly reviewed, and any changes communicated to them. The company provides assistance and resources to help, assist and monitor the discharge of responsibilities and to provide advice and support to staff to ensure their well-being both at work and during leisure time.

Review and Audit

Health and Safety performance is constantly reviewed, including sickness and absence records, to identify opportunities for continual improvement. Every reported incident will be investigated appropriately and recommendations for improvement produced.

The Health and Safety Management System is continually audited to ensure it continues to be appropriate for the business and is compliant with the requirements of the law and the company regularly monitor and review the Health and Safety arrangements to ensure their effectiveness and that they are fully implemented.

Responsibility for Implementation

The overall responsibility for Health and Safety management throughout the company is vested in the Managing Director who will ensure that this policy is fully implemented.

As with all health and safety documentation throughout the company, this policy will be continually reviewed to ensure its relevance to the business and its aims. In any event the document will be reviewed no later than twelve months from the date of implementation.

A handwritten signature in black ink, appearing to read 'Neasarajan Rajoo', is positioned above the printed name.

Neasarajan Rajoo
Managing Director