

## Hellens Group Limited

- It is Hellens Group Limited's (the Company) policy that its operations shall be conducted in such a way as to ensure, so far as is reasonably practicable, the health, safety and welfare of all its employees.
- The Company will also ensure that any of its activities will not adversely affect the health and safety of others, including the general public, children, contractors, subcontractors, etc.
- The Company regards health and safety performance as an integral part of the business and acknowledges that high standards of health and safety will contribute to the overall performance of the Company.
- Hellens Group Limited are committed to continuing to develop its Health and Safety Management System, which is OHSAS 18001 registered. The Management System will be reviewed annually.
- Health and safety objectives and targets will be set and reviewed on an annual basis.
- The Company requires high standards of safety, health and welfare to be achieved and constantly maintained at all its sites, workshop and offices.
- The safety policy will be regularly reviewed and monitored at least every 12 months in order to meet current legal requirements. All new legislation, codes of practice, etc. will be considered as necessary, and all significant changes will be made to the policy to ensure it continues to reflect working practices.
- This policy and all revisions of it will be brought to the attention of all employees by the Managing (Safety) Director in compliance with Company procedures.
- The Company will ensure compliance with the requirements of the policy by maintaining a thorough monitoring programme. If the Company feels any part of the policy is not effective, appropriate steps will be taken to rectify the problem.
- All matters concerning health and safety will be implemented only after full consultation with employees. The employees have the right to nominate safety representatives, under the **Safety Representatives and Safety Committee Regulations 1977**, and request the organisation of a safety committee. Hellens Group Limited recognises there is a requirement to consult with employees under provisions of **The Construction (Design and Management) Regulations 2015** and the **Health and Safety (Consultation with Employees) Regulations 1996** and **The Management of Health and Safety at Work Regulations 1999** and will therefore encourage full employee participation in all matters relating to health and safety. Employees will be afforded every opportunity to discuss health and safety issues with a senior management representative, or with the Health and Safety Manager should the employee choose to do so.
- Hellens Group Limited ensure that all relevant health and safety training will be undertaken and that all the necessary information required to do a job safely will be forwarded to the appropriate parties. The Managing Director and Directors will also ensure that sufficient resources are available to meet all reasonable health and safety requirements.
- It is the function of management to provide all the necessary requirements in order to carry out work in a safe manner.

However, no safety policy can function properly without the support and co-operation of all its employees. Therefore, Hellens Group Limited reminds its employees that they have a legal duty not only to work in a safe manner, but also to co-operate in efforts to create safe and healthy working conditions.



**Gavin Cordwell-Smith**  
**Managing Director**  
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