

# Health & Safety and Environmental Policies

## Policy Review Record

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The Company Policy for Health and Safety was first issued in this format: Jan 2014

REVISION	DATE	DETAILS	APPROVED BY	TITLE	SIGNATURE
A	January 2014	Preparation Date	John Mather	H&S Director	
B	May 2014	Revised	John Mather	H&S Director	
C	July 2014	Revised	John Mather	H&S Director	
D	June 2015	Company Structure CDM 2015	John Mather	H&S Director	
E	May 2016	Change of Management	Ian Lishman	H&S Director	
F	May 2017	Slavery Policy	Ian Lishman	H&S Director	
G	Aug 2017	Change of Management	Ian Lishman	Director	
H	April 2018	Revised	Ian Lishman	Director	
I	April 2019	Reviewed	Ian Lishman	Director	

## Health and Safety Policy Statement

This Health and Safety Policy Statement recognises Field & Civil Engineering Limited obligations under the Health and Safety at Work Act 1974. This policy statement and the health and safety documentation detailing the means of implementing the policy are in respect of Field & Civil Engineering Limited and its operating business.

To comply with Section 2(3) of the Health and Safety at Work Act 1974 and Regulation 5 of the Management of Health and Safety at Work Regulations this policy must be monitored, evaluated and reviewed as appropriate to ensure it effectively meets the statutory requirements related to the Company's activities and reflects best practice in safely achieving work objectives.

The company has a moral and legal obligation to safeguard, so far as is reasonably practicable, the health, safety and welfare of their employees and anyone who may be affected by the actions of the company. Field & Civil Engineering Limited fully accepts their obligations and responsibilities which will be achieved by:

Meeting its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.

Providing and maintaining safe working environments that are without risks to health, safety and welfare.

Limiting adverse effects on and adjacent to the area in which those activities are carried out.

Ensuring all employees play an active part in the health and safety of the company by consulting with them and providing them with adequate information, instruction, training and supervision for them to understand their role within the company.

Setting standards that comply with the relevant statutory requirements relating to health, safety and welfare regards the effect on employees, contractors, visitors and the public.

Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems.

Ensuring that hazardous areas are kept secure from the public, employees or contractors not required to enter them.

Ensuring that when new substances, plant, machinery, equipment, or processes are introduced, adequate guidance, instruction, training and supervision are provided for safe methods of work to be developed.

Ensuring that all plant and equipment is maintained in a safe condition and is subject to routine and statutory inspections and examinations.

Ensuring that contractors undertaking work for the company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.

It is the responsibility of the Director to ensure that this policy is fully implemented, regularly reviewed and communicated within the company.

The Director has appointed Mr Bob Irwin as having responsibility for health, safety and welfare for the Company and to whom reference should be made in the event of any difficulty arising in the implementation of this policy.

Employees are required to cooperate with the company not only to ensure their personal safety, but also to ensure they are not prosecuted for breach of legislation, or have disciplinary action taken against them by the company for breach of company rules.

The company will communicate the Health and Safety Policy to all employees. This policy will be reviewed annually and updated as required to conform to current legislation.

Signed



Ian Lishman  
Director

Dated: April 2019

## Environmental Policy Statement

Field & Civil Engineering Limited recognises the need to operate the business in a manner which reflects good environmental management. The company is aware of the environmental impacts of its operations and will balance its business aims with the need to protect the local and global environment.

Our Environmental Policy shall earn the confidence of employees, customers and the general public by demonstrating our commitment to comply with all relevant environmental legislation and minimise pollution, resource use and waste, where feasible, through the continual improvement of performance in all areas of the company's activities.

The Company are committed to identify all activities that have the potential to cause an environmental impact, as well as providing adequate resources to help minimise or prevent any negative impact.

To achieve this commitment, we will:

Identify all environmental impacts that the company contributes to and establish environmental management procedures that can be incorporated into all business decisions, in a cost-effective manner.

Regularly measure and evaluate our environmental performance and improve where necessary.

Promote a culture of continual environmental improvement within the company.

Delegate the responsibility for environmental matters to the appropriate levels in the company.

Consistently increase the awareness and provide necessary training to all our employees and customers to ensure environmentally responsible concepts are integrated into their normal working practices.

Demonstrate control of all our operations and ensure that all are performed with due consideration of the environment.

Identify and mitigate against potential accidents that could result in an environmental impact, so that if an accident did occur the consequences would be minimised.

Use products that have a negligible environmental impact, where appropriate options exist. Minimise the storage and use of all articles and substances, where appropriate.

Reduce the consumption of resources (energy, materials, packaging), where feasible. Minimise waste through a commitment to reuse, recover or recycle, where feasible.

It is our duty to ensure that good environmental management is practised in all contracts and projects that we are involved in, and we will seek to influence customers to demonstrate a positive environmental commitment.

The company will communicate the Environmental Policy to all employees.

Signed



Ian Lishman  
Director

Dated: April 2019