



THERMAC **HEALTH AND** **SAFETY** **POLICY** STATEMENT

Our Policy provides guidelines for establishing and implementing objectives that will reduce workplace hazards, protect lives and promote employee health



Health & Safety Policy Statement

Thermac Limited believes that the health and safety of all people within the organisation and who we work alongside is of paramount importance. This statement is a declaration of intent on behalf of the Board of Directors to establish and maintain a healthy and safe environment for all stakeholders. It is the vision of the business to be a leader in the field of Health & Safety provision, a benchmark to others in our field and other industries.

Work related accidents or ill health are unacceptable and all reasonable and proactive precautions must be applied to all work activities to eliminate personal injury, prevent damage to property and equipment and protect the environment.

Thermac Limited will comply with all health and safety legislation relating to all work activities. We will do this by assessing risks, providing and maintaining adequate control measures and in turn risks to employees and others be reduced to a minimum.

The company, from the board of Directors through the whole organisation will work together to effectively plan, organise, control, monitor, provide risk assessment and review all preventative and protective measures to reduce the potential for harm.

The Board of Directors is responsible for the implementation of this policy. The Regional Managers and their appointed Managers are responsible for the day-to-day adherence to this policy. All policies shall be based on the following key principles:

- Providing and maintaining workplaces and systems of work, plant and equipment that seek to minimise risks to the safety and wellbeing of employees, contractors, visitors, customers and members of the public.
- Promoting behavioural safety awareness.
- Allocating appropriate resources to health and safety activities.
- Driving continuous improvement of, and adherence to, safe working systems.
- Monitoring and reviewing health and safety performance.
- Setting annual improvement targets and measuring performance against those targets.
- Ensuring that health and safety risks are quantified, assessed, recorded, mitigated as far as reasonable and practicable and communicated to the workforce.
- Sustaining an effective governance framework to ensure areas of health and safety concern are addressed at the appropriate level of management and more generally to ensure that decisions take account of health and safety implications.
- Encouraging an "open door" policy at all levels with regard to reporting of any health and safety issues or concerns, and the cessation by employees or other stakeholders

of any activity they consider to be unsafe or not as specified in the Company's Health and Safety Policy and that they have the authority via this Policy so to do.

- Ensuring commitment to, and compliance with, all relevant health and safety, legislation and best practice.
- Ensuring that employees and other stakeholders can cease any activity ensuring employee and workforce involvement, communication, training and engagement in regard to all of the above.

It is the duty of all employees to conform to the Company's Health and Safety Policy when carrying out their duties. All employees who authorise work activities must ensure the health and safety of all persons involved directly or indirectly. The highest possible standards in this area must be achieved and maintained as part of the Company strategy to pursue excellence in all that it does.

The aims and objectives of all Company policies must be regularly reviewed, updated as appropriate and communicated to all employees.

Signed



Jason Davy

**Managing Director – For and on behalf of Thermac
Limited**

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