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HEALTH AND SAFETY POLICY

Lanes Group plc operates an integrated HSEQ Management system covering the key requirements of the Health and Safety at Work etc Act 1974 and relevant regulations & approved codes of practice. This policy will be reviewed every 12 months.

This is the policy statement and arrangements for;	Lanes Group plc including UKDN Waterflow (LG) Ltd and other legal entities
Overall and final responsibility for all Health & Safety matters;	Wayne Earnshaw Managing Director Lanes Group plc
Responsibility for ensuring this policy, its procedures and arrangements are correctly and fully implemented day to day;	All Directors, Managers and Employees
Appointed Person for Health, Safety, Environment & Quality	Paul McParland HSEQ Manager

Lanes Group plc takes its responsibilities for health and safety seriously and to this end it will;

- Maintain and implement a health and safety management system to manage the risks associated with our premises and activities;
- Regularly monitor our performance and revise our health and safety management system as necessary, to ensure we achieve our objective of continuous improvement;
- provide sufficient resources to meet the requirements of current health and safety legislation, and aim to achieve the standards of good practice applicable to our activities;
- Actively promote an open attitude to health and safety issues, encouraging staff to identify and report hazards so that we can all contribute to creating and maintaining a safe working environment;
- Communicate and consult with our staff on all issues affecting their health and safety and, in doing so, bring this policy to their attention;
- Provide adequate training for our staff to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out;
- Carry out and regularly review risk assessments to identify hazards and existing control measures; we will prioritise, plan and complete any corrective actions required to reduce risk to an acceptable level;
- Maintain our premises and work equipment to a standard that ensures that risks are effectively managed;
- Ensure that responsibilities for health and safety are allocated, understood, monitored and fulfilled;
- Provide health surveillance for staff where appropriate, and maintain records;
- Co-operate with other organisations in these premises to ensure that they are aware of any risks to their staff and other people posed by our activities, that we are aware of any risks to our staff from their activities, and that we comply with the relevant requirements of fire legislation;
- Co-operate with other organisations on construction sites to ensure that they are aware of any risks to their employees and other people posed by our activities, that we are aware of any risks to our employees from their activities, and that we comply with the requirements of relevant legislation.

It is the duty of all employees when at work to:

- Take reasonable care of their own safety and the safety of others who may be affected by what we do or fail to do
- Co-operate so that we can all comply with our legal duties
- Ensure we do not interfere with or misuse anything provided in the interests of health and safety.

Signature:



**Wayne Earnshaw – Managing Director
Lanes Group plc
6th January 2017**



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Statement of Policy	Responsibility	Action/Arrangements
Prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace;	All Directors and Managers	Ensure relevant risk assessments (including POWRA/CPP) and when relevant method statements are completed and all actions arising out of those assessments implemented (risk assessments to be reviewed when working habits or conditions change.)
Provide clear instructions, information, and adequate training, to ensure employees are competent to do their work;	All Directors and Managers	Ensure all employees, contractors & sub-contractors are given the health, safety, quality, transport and environmental induction(s) and all employees are provided with appropriate information, instruction and training relevant to the work they undertake. Ensure that suitable arrangements are in place to cover employees engaged in mobile work activities.
Cooperate with employer and ensure safe systems of work are followed at all times;	All Employees	Ensure all equipment provided is checked before use, is used correctly, all defects are reported / recorded / rectified, follow all safe systems of work, report all positive and negative events, do not misuse anything provided for safety.
Comply with all relevant health and safety legislative and other applicable requirements	All Directors, Managers and Employees	Ensure they comply with the health and safety legislative and other requirements of the United Kingdom.
Monitoring and improvement of health and safety performance;	All Directors and Managers	Ensure all events are recorded on the SHE system or equivalent in a timely manner and all driving data is monitored via the masternaut system or equivalent and from this data the relevant people address issues with appropriate positive and negative consequences.
Monitoring of workplaces and operations;	All Directors and Managers	Ensure HSEQ inspections are conducted randomly on the mobile workforce operations and monthly at all depots and departments.
Monitoring and provision of occupational health;	All Managers	Ensure relevant medical (i.e. safety critical) checks are conducted for work activities and processes including pre-employment questionnaires, annual medical questionnaire's, medical referrals, drug and alcohol testing and their reviews.
Provision of suitable and sufficient personal protective and respiratory protective equipment;	All Managers	Provide inform, instruct, train and record the issue of the correct personnel protective / respiratory protective equipment for all relevant tasks / operations.
Engage and consult with employees on day-to-day health and safety conditions / arrangements;	All Managers	Ensure bi-monthly communication, consultation (HSEQT) committee meetings take place with relevant representatives of the workforce at all locations and departments, with minutes, actions and close out actions recorded.



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Statement of Policy	Responsibility	Action/Arrangements
Implement emergency procedures – evacuation in case of fire or other significant incident;	All Managers and Employees	Ensure all fire safety measures are identified, provided and maintained to whatever extent necessary, including the means of raising the alarm, fire safety signage, emergency lighting, and extinguishing media appropriate to the risks are in place. Ensure that all testing / drills are carried out and recorded.
Maintain safe and healthy working conditions and premises:	All Managers and Employees	Provide and maintain toilets, washing facilities, drinking water, housekeeping arrangements and standards.
Provide and maintain safe plant, equipment, machinery and vehicles;	All Managers and Employees	Ensure defect reporting processes are in place, used correctly, corrective actions are put in place and managed alongside inspection, maintenance, calibration and testing arrangements for all vehicles, plant and equipment.
Ensure assessments are in place for safe storage / use of substances;	All Managers	Ensure relevant assessments actions arising out of those assessments are implemented. (COSHH / Risk assessments to be reviewed when working habits or conditions change.)
Ensure all construction design management (CDM) requirements are complied with;	All Managers and Employees	Co-operate with all other contractors and ensure all provisions and requirements are complied with. Ensure all other contractors are aware of the hazards generated by our activities and processes and the controls to follow.
Signature: 	Date:	06.01.2017

