

# Gardiners

## Health and Safety Policy

It is the policy of Gardiners to comply with the terms of the Health and Safety at Work Act 1974 and subsequent legislation and to provide and maintain a healthy and safe working environment.

The objective of Gardiners' health and safety policy is to minimize the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace.

Gardiners commit to continual improvement of health and safety performance through the application of the Health and Safety system designed to meet the requirements of BS OHSAS 18001:2007.

All employees will be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the stated objective.

Gardiners recognize and accept their duty to protect the health and safety of all visitors to the company, including contractors and temporary workers, as well as any members of the public who might be affected by our operations.

While the management of Gardiners will do all that is within its powers to ensure the health and safety of its employees, it is recognized that health and safety at work is the responsibility of each and every individual associated with the company. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well being of any other person.

The management of Gardiners will provide every employee with the training necessary to carry out his or her tasks safely. However if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their supervisor. An effective health and safety programme requires continuous communication between workers at all levels.

All injuries, however small, sustained by a person at work must be reported to the immediate supervisor. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive.

Gardiners' health and safety policy will be continually monitored and updated, particularly when changes in the scale and nature of our operations occur. The policy will be reviewed at least annually.

The specific arrangements for the implementation of this policy and the personnel responsible are documented within Gardiners' Health and Safety manuals.



**Chris Gardiner**  
Managing Director

26<sup>th</sup> September 2016

