

STATEMENT OF HEALTH AND SAFETY POLICY

I confirm the commitment of Plowman Craven Limited to a management framework which pursues continual and progressive improvement in Health and Safety performance and incorporates, so far as is reasonably practicable, the provisions of the *Health and Safety at Work etc. Act 1974* and all other relevant Health and Safety legislation.

Therefore, Plowman Craven Limited will ensure, so far as is reasonably practicable, that the following requirements are established:

- the provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health;
- arrangements for ensuring, so far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees;
- so far as is reasonably practicable as regards any place of work under the employer's control, the maintenance of it in a condition that is safe and without risks to health and the provision and maintenance of means of access to and egress from it that are safe and without such risks;
- the provision and maintenance of a working environment for his employees that is, so far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.

The Company considers its Health and Safety objectives to be equally as important as its other business objectives and as a result we are committed to the principle that the effective management of Health and Safety makes a significant contribution to our overall business performance by reducing injuries, ill health and other losses.

The Company appreciates that the management of Health and Safety cannot be effective unless it actively consults with and gains co-operation and commitment from all employees. Communication and consultation with employees on Health and Safety issues is seen as a vital part of this process, therefore provision has been made for the active consultation with employees on all health, safety and welfare issues.

The management of Health and Safety is seen by Plowman Craven Limited as an essential part of the role of the Company's management team, as it deals with the Company's most important and valuable asset, its employees. The Company recognises that accidents are not necessarily the fault of an individual employee and could be the result of insufficient management control. The company aims to eliminate hazards wherever possible.

It therefore places a responsibility on the management team to ensure the health, safety and welfare of all employees who are in their charge. This responsibility includes a general 'duty of care' to all other persons who may be affected during the Company's undertakings.

The Company will so far as is reasonably practicable, ensure that adequate resources (e.g. people, time, money and facilities) are made available to enable all employees to meet the requirements of the Policy.

Plowman Craven Limited will ensure the continuous monitoring and the regular review of the Company's Health and Safety Policy to ensure its objectives are met and continuously improved. To this aim the Company will ensure that the Policy is revised at least annually.

Name:	Andrew Molloy
Position:	Director with Responsibility for Health and Safety
Signed:	
Date:	5th May 2020