

## Introduction

The Directors of Bell Group UK recognise the importance of safe and healthy working practice and have compiled this Policy in compliance with Section 2(3) of the Health and Safety at Work Etc. Act 1974 and in line with the requirements of ISO 45001:2018. In furtherance of our duty, we will so far as is reasonably practicable, comply with the aforementioned Act, all relevant Statutory Instruments, Codes of Practice, other applicable legislation and other requirements i.e. from clients and the ISO standard, (legal and other) to ensure the safety, health and welfare of our employees and others affected by our operations.

We need and want a competent team of workers that are individually and collectively capable of planning and managing work with wellbeing in mind and with the ability to look after themselves making sensible and proportional decisions to achieve this.

This 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.
- Ensuring all employees play an active role in the health and safety of the company providing a commitment by consulting with them and providing them with adequate information, instruction, training and supervision (including participation) to enable them to understand their role and responsibilities within the company. Worker representatives attend all H&S improvement group meetings.
- Setting standards that comply with the relevant statutory requirements relating to health, safety and welfare with regards to 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 risk assessments and safe methods of working for all workplace activities are established and providing suitable and sufficient control measures for hazardous activities that cannot be eliminated and making the results of these assessments known to employees.
- Providing suitable plant/machinery and equipment, ensuring working practice surrounding said items is safe and without unnecessary risk to health by, implementing and monitoring an effective programme of maintenance.
- Maintaining a safe working environment and safe access/egress from, Bell Group UK premises and sites.
- Providing a safe system of work and robust management system (including continual improvement), considering health screening and providing suitable welfare facilities for all Bell Group employees.
- 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.

# Health and Safety Policy Statement

- Provide adequate resources to comply with statutory requirements with regards to the health, safety and welfare of all those affected by its activities.
- Setting clear Occupational Health and Safety objectives which will be communicated to all workers.
- We ensure continuing improvements of the management system for health and safety and ensure that we engage with all workers in encouraging and enabling their inputs for improvements.

Every employee has a legal and moral duty to co-operate with the Directors of Bell Group UK in meeting their statutory obligations.

Every employee must take all due care to safeguard not only their own health and safety, but also that of other persons that may be affected by their acts or omissions while in the employment of Bell Group UK.

All employees are advised that it is their duty to use protection devices, personal protective equipment and follow written procedures provided, in the furtherance of safety, health and welfare, and avoid putting others at risk through their reckless actions or malicious intent. Any employee who fails to comply with safety provisions may have their contract of employment terminated.

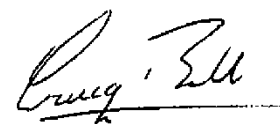
This Policy will be regularly reviewed/monitored by Bell Group UK and amended as required, taking into consideration new legislation and improved/new working practices. These amendments will be brought to the attention of all Bell Group Employees.

Consultation on matters affecting health and safety will be undertaken with employees to ensure effective methods of working are developed, compatible with the provisions of this policy and the individual capabilities of employees. All operatives are provided with Bell Group Core Training on an annual basis which will include updates on legislation, good practice and amendments to any procedures and safe working procedures.

Adequate resources will be provided to ensure that suitable provision is made for the effective management of health and safety and to enable compliance with the requirements of legislation so far as is reasonably practicable.

Craig Bell / Chief Executive Officer is the senior person responsible for Health and Safety Management within the Bell Group supported by the board of directors.

**For and on behalf of Bell Group UK –**  
Chief Executive, Craig Bell

A handwritten signature in black ink, appearing to read "Craig Bell", with a horizontal line underneath.

(BELL GROUP UK AND BELL DECORATING GROUP LIMITED)

Date: 1<sup>st</sup> April 2019

Review Date: 1<sup>st</sup> April 2020