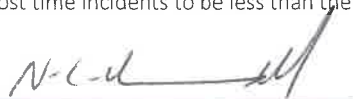


Health & Safety

H & S Policy

1. **Objective:**
"To implement and actively maintain a positive commitment to Health and Safety in the workplace for the protection of all personnel and visitors from injury and illness".
2. **Strategies:**
 - 2.1 **Management** with regular staff input and review will establish a safe working environment and enforce safe working practices.
 - 2.2 **Supervisors** shall monitor the safe working practices in their section or department and report Health and Safety performance to management.
 - 2.3 **Staff** will be required to comply with the safe working procedures which apply to their duties.
3. **Commitment:**
Hendl & Murray Engineering Ltd.'s (HME) Health and Safety commitment is to:
 - 3.1 Comply with all relevant standards, regulations, legislation and codes of practice, including the Health and Safety at Work Act 2015.
 - 3.2 For Management to take all reasonably practicable steps to protect and promote the health and safety of all employees, contractors and members of the public who may be affected by the company's activities.
 - 3.3 Ensure health and safety is the designated responsibility of senior management, that all management personnel are competent in Health and Safety management and have an understanding of Health and Safety appropriate to their position.
 - 3.4 For all personnel of HME to have an individual responsibility to ensure that no action or inaction does harm to themselves or to any other person.
 - 3.5 Maintain staff input support and representation in health and safety.
 - 3.6 Establish and maintain a workplace free from persons possessing or working under the influence of drugs, alcohol or any mind altering or legally controlled substance unless prescribed and used according to doctor's instructions.
 - 3.7 Display appropriate safety information in work areas.
 - 3.8 Ensure employees are adequately trained and supervised.
 - 3.9 Establish and maintain an effective safety risk management system.
 - 3.10 Ensure that workplace Incidents are accurately reported and investigated.
 - 3.11 Facilitate the rehabilitation of injured employees.
 - 3.12 For management to maintain appropriate ongoing statistics reporting and recording to accurately measure sectional and company-wide health and safety compliance.
 - 3.13 Regularly review management and staff input and commitment to safety.
 - 3.14 Review this policy annually to meet changing needs and set new objectives.
 - 3.15 Maintain continuous improvement in health and safety.
4. **HME's annual Health and Safety goals:**
 - 4.1 Meet the health & safety guidelines set out by the Health & Safety at Work Act 2015
 - 4.2 Lost time incidents to be less than the previous 6 months

Signed:



Date:

3-03-2025

(Noel Hendl – Managing Director)