



<b>Policy:</b>	SES Engineering (Newark) Ltd H&S Policy Statement	<b>Reference:</b>	<b>HSPSSES0009</b>
		<b>Review Date:</b>	<b>05/2023</b>

**Statement of Intent.**

The company is fully committed to meeting its responsibilities under the **Health & Safety at Work etc Act 1974**, the **Management of Health & Safety at Work Regulations 1999**, and associated protective legislation, both as an employer and as a company. It is the responsibility of SES Engineering (Newark) Ltd to ensure the health, safety and welfare of its employees and it will, so far as is reasonably practicable, establish procedures and systems necessary to implement this commitment and to comply with its statutory obligations on health and safety which will be under constant review. To liaise with the Health & Safety Executive wherever necessary; and to keep abreast of new legislation, EU Directives, Regulations and British Standards, in order to ensure on-going compliance with the law.

It is the responsibility of each employee to familiarise themselves and comply with the company's procedures and systems on health and safety.

While the company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees themselves. It is the duty of each employee to take reasonable care of their own and other people's health, safety, and welfare and to report any situation which may pose a serious or imminent threat to the well-being of themselves or others. If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job or use specific equipment, then it is the employee's duty to report this as soon as possible to their line manager, their health and safety representative or the safety officer.

Alternatively, an employee may, if they prefer, invoke the company's formal grievance procedure. Disciplinary action under the company's disciplinary procedure may be taken against any employee who violates health and safety rules and procedures or who fails to perform their duties under health and safety legislation. Depending on the seriousness of the offence, it may amount to potential gross misconduct rendering the employee liable to summary dismissal.

The company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses. The company will pay particular attention to:

- Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work.
- Providing a safe means of access to and egress from the workplace.
- The provision and maintenance of equipment and systems of work, that is safe.
- Arrangements for ensuring safety to health in connection with the use, handling, storage and transport of articles and substances.
- The provision of such information, instructions, training, and supervision as is necessary to ensure the health and safety at work of its employees and other persons.
- Make regular risk assessments, method statements and policies available to all employees.
- Take appropriate preventative/protective measures.
- Appoint competent personnel to secure compliance with statutory duties and undertake reviews of the policy, as necessary.

The company also recognises its 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 the company's work operations.

Signed:	
Name:	Max Shelbourn
Position:	Director
Date:	03.05.2022

Signed:	
Name:	Phillip Roberts
Position:	Director
Date:	03.05.2022

