

Company Health & Safety Policy – Statement of Intent

It is the policy of this Company, the DES Group Limited, to conduct their business operations in a manner that will ensure, so far as is reasonably practicable, the safety, health and welfare at work of all their employees and to ensure that persons who are not in their employment but who may be affected by their operations, are not exposed to any risk associated with such work activities. The DES Group fully recognise their legal duties under health and safety law and shall therefore ensure that this policy is implemented in accordance with all relevant Statutory Acts, Regulations and Codes of Practice.

DES Group Managing Director (Mr Ray Andrews) has the overall responsibility for health and safety.

The Company regards effective health and safety practice as a key element in achieving continued commercial success and as such it will be allocated the necessary resources in respect of staffing levels, time and finance. The Company will directly employ a competent person in the role **Health & Safety Manager** to support the Managing Director in the undertaking of his duties in respect of the overall management and implementation of health and safety.

All Company Directors, Managers, Project Engineers and Site Supervisors have a responsibility for implementing this health and safety policy and for demonstrating the leadership and commitment needed to develop and drive a positive health and safety culture throughout the organisation.

All Company employees have a duty at work to take reasonable care for their own health and safety, the health and safety of their fellow employees and that of others who may be affected by their activities. DES aim to encourage the commitment and active involvement of all their employees in developing a positive attitude towards safety awareness and maintaining the required standards for compliance.

Other contractors employed by DES to perform work or give service, shall be equally bound to maintain health and safety in accordance with this policy in respect of standards, procedures and systems for monitoring competence and compliance.

The overall policy sets out clearly the DES Group Managing Director's requirement for full co-operation and support from every level of employee and appointed subcontractor, and the extent of individual responsibility in the prevention of accidents, incidents and dangerous occurrences.

The Company will ensure that all plant and equipment provided is fit for purpose, complies with current industry standards and that is inspected, serviced and maintained in accordance with current regulations and manufacturer's guidance. When new plant, equipment and processes are introduced, adequate instruction, training and supervision will be provided for safe systems of work to be developed. All items of personal protective equipment needed by an employee to carry out their work safely, will be provided by the Company without charge.

DES will provide the necessary training to all levels of employee. Training will be monitored to ensure compliance with current legislation and that it meets the needs of the Company's operations in respect of the required level of competence for an individual to undertake a specific task or to achieve a required level of duty and responsibility.

The Group Health & Safety Manager will regularly consult with Company Directors, Managers, Project Engineers and Site Supervisors in order to provide the necessary advice, guidance and recommendations to assist in the implementation of safe working practices and systems of work. In addition to this, he will also make regular visits to site in order to carry out formal inspections and to monitor the effectiveness of health and safety procedures.

DES will liaise with the Health & Safety Executive and all other appropriate authorities and organisations concerning health and safety and will review procedures as necessary to ensure compliance. The effectiveness of this policy will be monitored and necessary actions will be taken to address any shortcomings. A further review of the document will be made annually.

Group Managing Director: **Ray Andrews**  Date: **April 2016** Review Date: **April 2017**