

## Thornhill Group Ltd H&S Policy

**Thornhill Group Ltd (Thornhill Engineering Services Ltd; Thornhill Rubber Ltd & Thornhill Rail Ltd)**, recognises and accepts its responsibilities as an employer for providing a safe and healthy workplace and working environment for all its employees and visitors.

The Group Managing Director has the overall responsibility for the compliance and administration of the Health & Safety Management System and leads by example by showing total commitment to the System, the Health & Safety Manager has the responsibility for ensuring that the Health & Safety Management System is developed and maintained at all levels involving internal systems audits and introducing improvements in the System or working procedures as considered advantageous to the Company's objectives. Objectives and targets are set and reviewed by senior management in order to continually improve the Health and Safety Management System and are designed to prevent, so far as is reasonably practicable, injuries and illnesses resulting from work activities and to control situations that are likely to cause damage, disease or injury.

The Company recognises that the effectiveness of this policy depends upon the participation, consultation and co-operation of staff at all levels. The Company is totally committed to comply with **ISO45001:2018 health and safety management systems - Requirements**, (all associated legislation, codes of practice and other requirements) and will at all times ensure that its own systems comply with all the requirement of that standard. This policy provides the framework for setting and reviewing occupational health & safety objectives and targets.

**Thornhill Group Ltd**, shall ensure the Health and Safety of all concerned through: -

- A safe and healthy working environment.
- Safe and healthy premises with adequate facilities.
- Safe access to and from the workplace
- Provision and maintenance of safe machinery and equipment.
- Safe working practises.
- Appropriate staff training and instruction to enable all employees to avoid hazards and contribute positively to their own safety and health at work. This includes reminding employees of their own duties under Section 7 of the Health & Safety Act to take care of their own safety and that of other employees and to co-operate with management so as to enable it to carry out its own responsibilities successfully.
- Management responsibility and accountability for the Health and Safety of employees including adequate supervision by competent personnel.
- Compliance will all current relative H&S legislation; including the Management of Health & Safety at Work Regulations; Manual Handling Operations Regulations; Display Screen Equipment Regulations; Workplace (Health, Safety and Welfare) Regulations; Provision and Use of Work Equipment Regulations; Personal Protective Equipment Regulations, Lifting Operations and Lifting Equipment Regulations and all applicable driving and vehicle management regulations.

The Company shall ensure that matters affecting Health and Safety at work are discussed and communicated to all those concerned through the Management Meetings, H&S Committee Meetings, internal memorandums and information posted on notice boards.

All employees have the responsibility to co-operate with all/any Line Managers to achieve a healthy and safe workplace and to take reasonable care of themselves and others.

Whenever an employee or manager notices or becomes aware of a Health and Safety problem, which they are not able to put right, they must immediately inform the appropriate person.

**Thornhill Group Ltd**, shall, in addition, ensure that visitors to the site are made aware of, and abide by, current Company Health and Safety standards.

The Company shall expect each employee to recognise their own duty and legal responsibility to ensure reasonable precaution to avoid injury to themselves, their colleagues, and visitors.

Signed By: *David Lilley*

Group Managing Director

Dated:23/11/18