



SWM & WASTE RECYCLING LIMITED

HEALTH AND SAFETY POLICY STATEMENT

The group management recognises that:

- It has a duty of care towards protecting the health, safety and welfare of its employees and others who may be affected by the company's activities and;
- That managing health and safety is a critical business function.

The primary aim of this policy is continual improvement through the application of a safety management system based on the following principles:

- Providing an organisational structure that defines responsibilities for health and safety
- Monitoring performance regularly through internal audits, inspections and management review
- Provision of adequate resources to control risks arising from all work activities
- Encouraging employees to identify and report hazards so that everyone contributes towards improving safety
- Providing and maintaining safe and healthy working conditions, premises, plant and equipment and safe systems of work
- Providing information, instruction and supervision for employees
- Providing adequate training to ensure that employees are competent in their work
- Communicating and consulting with employees on matters affecting their health, safety and welfare
- The integration of health and safety practices into operational procedures
- Carrying out and reviewing risk assessments to identify proportionate and practical solutions, in order to manage and reduce risks
- Only engaging contractors who are able to demonstrate compliance with and commitment to health and safety matters
- Compliance with current applicable health and safety legislation and other requirements to which the company subscribes
- Promotion of health and safety awareness at all levels within the company
- Bringing this Policy Statement to the attention of all employees

The company holds each director, manager and employee responsible for complying with this policy in any area within their control and influence. No member of the company is authorised to initiate or continue any activity, operation or process that might endanger employees, contractors, visitors or members of the public.

This Health and Safety Policy will be reviewed annually and revised as necessary to reflect changes to business activities and any changes to legislation. Changes to the Policy will be brought to the attention of employees.

Signed: *Manjiv Mehta*

Date: 9TH JANUARY 2018

Position: MANAGING DIRECTOR