



## Sterling Harrington Safety, Health & Welfare Policy and Procedures Document

### 1. DIRECTORS STATEMENT

It is a continuing policy of Sterling Harrington that the highest safety, health, welfare and environmental standards in the interests of all employees and other persons who may be affected by tasks, operations or processes under the control of the company. The Companies Safety, Health and Welfare Policy is concerned both with establishing standards and procedures to safeguard health and safety and with ensuring that managers as individuals appreciate the contribution they personally must make to minimise the risk of injury and ill health in the work environment.

Certain broad principles must also be set and maintained as follows: -

- To promote actively the continuous improvement target standards, for the management of safety, health, welfare and environmental considerations with at least the same degree of diligence, research, expertise and commitment as is applied to other corporate and individual duties.
- To provide employees with information to enable them to discharge their responsibilities, and to encourage them to bring proposals for potential improvements in safety, health and welfare to the attention of the Company, and to provide the means for these proposals to be considered.
- To provide training for those support staff with delegated responsibilities for procurement and planning of projects, to a level sufficient to enable them to understand and incorporate safety, health and welfare management procedures and controls.
- To ensure that operational staff appointed to manage and supervise locations and projects are provided with such training and support as may be necessary to achieve the overall objectives of the corporate Safety, Health and Welfare Management Programme, and the project-specific management standards.
- To liaise with the Health and Safety Executive and other appropriate authorities and organisations concerning safety, health and welfare.
- To notify independent contractors, specialists and suppliers of goods and/or services of the corporate requirements in respect of planning, co-ordination, management and monitoring of safety, health and welfare management standards at locations and projects under the control of the Group.
- To ensure that this Policy will be reviewed and revised as often as may be necessary.



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### 1.2 GENERAL POLICY STATEMENT FOR THE COMPANY SAFETY, HEALTH AND WELFARE

It is the policy of Sterling Harrington that all reasonably practicable steps will be taken to provide safe and healthy working conditions, and that the safety, health and welfare of employees, sub-contractors, suppliers and members of the public is paramount at all times.

Management, supervisory staff and other employees who authorise work to be carried out at any time, are responsible for ensuring that adequate safety, health and welfare and environmental arrangements are made available and achieved.

The Health and Safety at Work Act and all relevant Regulations are to be complied with at all times, and all employees shall contribute towards making work areas as safe as possible by continually reviewing working practices and ensuring that the safest possible methods are employed.

All employees and sub-contractors, are to provide and maintain, safe work places and working environments, safe systems and working methods with the minimum of risk possible to themselves, or others who may be affected by their actions, including members of the public, and to actively promote high standards of safety, health and welfare. All personnel whether employed by the company, or sub-contractors are positively encouraged to discuss matters relating to safety, health or welfare, with the Company's management, or direct with the Company Safety, Health and Welfare Manager.

The Company Safety, Health & Welfare Manager will advise all levels of management. He will monitor and supervise compliance with the Health and Safety at Work Act, its subordinate regulations, other relevant legislation and also approved Codes of Practice, all as applicable to the Company's varied activities. He will identify and arrange adequate training to achieve the desired level of safety, health and welfare within the Company.

Instruction and information on safety, health and welfare are contained within the companies Safety, Health and Welfare Policy and Procedures Document. Every site, and Office must retain a copy of the document for the information of those who work on the Company's sites or premises, including those who are temporarily employed.

This Policy has been approved by Sterling Harrington Ltd.

N CHOUDHURY is the Board Director with the particular responsibility for safety, health and welfare and to whom reference should be made in the event of any difficulty arising in the implementation of this policy. It is the duty of everyone to adhere to the stated policy at all times and to assist in the Group's dedication to a policy of continuous improvement in health, safety, welfare and environmental standards.

Sterling Harrington Ltd

3<sup>rd</sup> Floor, 207 Regent Street, London, W1B 3HH

Tel: +44 (0)20 3390 9745

Email: [info@sterlingharrington.com](mailto:info@sterlingharrington.com)