

HARDEGE LIMITED

Units 10 & 11 Spring Road Industrial Estate, Spring Road, Ettingshall, West Midlands WV4 6LF
Tel: +44 (0) 1902 354526 | Website: www.iworkwear.co.uk

Health and Safety Policy

1. Policy Statement

- 1.1. This is the statement of policy by Hardege Limited relating to its intentions, organisation and arrangements for ensuring the health and safety at work of its employees and the physical safety of students, visitors and contractors whilst on company premises.
- 1.2. Hardege Limited is committed to ensuring a positive and proactive health and safety culture that will bring about safe working practices in all business: general, administrative, support and commercial.

2. Statement of Intent

- 2.1. It is the policy of Hardege Limited to ensure, as far as reasonably practical, the health, safety and welfare of its employees whilst at work and of others affected by business activities, and to comply with the Health and Safety at Work Act 1974 and other relevant legislation.

3. Organisation

- 3.1. The Directors have put in place a management structure to implement and maintain this Policy Statement. The structure includes a Health and Safety Advisor, assisted by a Fire Safety Advisor.
- 3.2. Managers have responsibility within their domains for health and safety matters. They are to establish and maintain a system to ensure that the Health and Safety Policy Statement, and the arrangements made to secure its implementation, are carried out at every level within their control.
- 3.3. All employees of Hardege Limited have responsibilities for their own safety and that of their colleagues. This includes a responsibility to their employers to work safely. Managers will establish and maintain procedures for the consultation of staff and staff representatives on matters of health, safety and welfare.
- 3.4. This Health and Safety Policy Statement is to be supported by policies and procedures setting out the management of health, safety and welfare together with the arrangements to achieve the objectives of the Policy Statement. The arrangements cover aspects of business activity in which risks are identified, and are made to control risks to an acceptable level.

4. Objectives

In order to achieve compliance with the statement of policy, Hardege Limited has set the following objectives:

- 4.1. To develop the means of ensuring the maintenance of high standards for health and a safe working environment throughout the organisation.
- 4.2. To make all employees aware of their statutory responsibility to ensure their own safety, the safety of their colleagues and their responsibility to their employer to work safely.
- 4.3. To develop the means for the identification of risks and the implementation of programmes to remove or to reduce the risks to an acceptable level in accordance with the risk assessment strategy.

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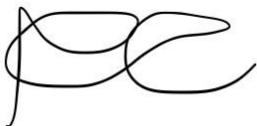
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- 4.4. To provide safe access and egress to the premises for employees, visitors and contractors and to provide a safe working environment for employees by establishing and implementing safe systems of work.
- 4.5. To provide adequate resources for securing proper and adequate provision for the implementation of health and safety policies and procedures.
- 4.6. To provide all employees with such information, instruction, training and supervision as is necessary to secure their safety and health at work and the safety of others who may be affected by their actions.
- 4.7. To ensure that the arrangements of the use, handling, storage and transport of articles and substances for their use at work will be safe and with minimal risk to health.
- 4.8. To provide a safe working environment for all employees, with minimal risk to health and adequate provision with regards to the facilities and arrangements for their welfare at work.
- 4.9. To ensure adequate provision that companies with the requirements of current Disability discrimination legislation, so far as is reasonably practicable.
- 4.10. To ensure that monitoring programmes, are undertaken and records kept that demonstrate the company's commitment to maintaining agreed minimum standards of the health, safety and welfare of employees and the safety of others who may be affected by their actions.
- 4.11. To provide, where appropriate, health surveillance for employees.
- 4.12. To ensure that the provision and maintenance of all plant, machinery and equipment is safe, with minimal risk to health.
- 4.13. To monitor and review the effectiveness of the foregoing annually, and to maintain or improve as appropriate to ensure compliance with company policy and procedure and all current legislation.

Responsibility for the Policy

Ultimate responsibility for the commitment of health and safety at Hardege Limited sits with the Board of Directors, who have overall responsibility for ensuring this policy and its implementation comply with legal obligations. This policy has been approved by the Board of Directors and will be reviewed on an annual basis.

Director's signature



Mr. M Mall

Managing Director

Registered No. 3714974