

	HSEQ Management System	
Issue Level: 1	Issue Date: December 2019	H&S Statement of Intent

Health & Safety Management System Statement of Intent

Montel Health & Safety Policy Statement

Montel Civil Engineering Ltd is committed to fulfilling both the moral responsibilities and the legal obligations arising out of common and statute law in respect of the occupational health, safety and welfare at work of its employees. This incorporates a commitment to the prevention of injury and ill health, the achievement of a zero-incident potential and the promotion of a positive culture throughout.

The Company also accepts responsibility for ensuring the occupational health, safety and welfare of others, including the employees and customers of clients and contractors, as well as members of the public and any other persons who may be affected by the conduct of the Company's business activities. This incorporates a commitment to the prevention of occupational injury and ill health, the achievement of a zero potential and the promotion of a positive culture throughout.

It is the policy of the Company to meet its moral and statutory responsibilities in this regard by ensuring, so far as is reasonably practicable, that employees can carry out their work without risks to their safety, health or welfare, and that clients and their customers, contractors, and members of the public do not face unacceptable risks, arising out of the conduct of Company business.

Overall responsibility for occupational health, safety and welfare matters rests with the Board of Directors of Montel Civil Engineering Ltd, who will ensure that effective arrangements and adequate resources are provided for the implementation of the terms of this policy. Co-operation between and communication with all employees is regarded as a fundamental part of the management of health and safety.

Montel Civil Engineering Ltd is committed to the continuous improvement in health, safety and welfare within all areas and aspects of its undertakings and to achieve these objectives will:

- a) provide and maintain safe places of work and a safe and healthy working environment for all employees in accordance with the requirements of current Legislation and Approved Codes of Practice;
- b) establish local safety policies and procedures, and devise and maintain methods and systems of work that ensure, so far as is reasonably practicable, the safety, health, welfare and mental wellbeing at work of all employees and, to the extent required by law, of others who carry out work under the control of or in the name of the company;
- c) provide adequate information, instruction, training and supervision, so that employees are made fully aware of the risks inherent in their work, and are able through the understanding and implementation of good work practices to control those risks to an acceptable and appropriate level;
- d) use materials, substances and equipment that are either inherently safe or that, subject to appropriate safeguards in application and procedures and with an effective regime of control and maintenance, can continue to be used in a manner which does not place at undue risk the health, safety or welfare of those involved;
- e) devise appropriate methods of work and provide suitable protective clothing and other safety equipment to ensure that, where identifiable hazards are unavoidable, work can be carried out in safety and without risks to health and welfare;
- f) ensure that managers and supervisors have the necessary information, training and skills to enable them to make appropriate assessments of the risks from each work activity, and to carry out their duties and responsibilities for the effective management of occupational health, safety and welfare;
- g) ensure that all employees and others over whose work control is exercised to any degree are aware of their own responsibilities for safety, and through the provision of information, instruction, training

and supervision ensure that their actions do not present unacceptable risks to the health, safety or welfare of others;

- h) make suitable and effective arrangements for dealing with fire, security and other emergencies in accordance with statutory and operational requirements;
- i) exercise such control as may be necessary or permitted in law over the activities of contractors and others carrying out work on Company premises or in connection with Company business, to ensure that the health safety and welfare of employees and others are not placed at risk by such activities;
- j) ensure that, in working as a contractor on sites or in premises occupied or controlled by others, employees work in a safe manner, and comply fully with any established local rules and procedures intended to ensure the safety of persons on or near the site;
- k) allocate enough resources as part of the budgetary process to ensure that this policy, and any associated safety policies and procedures, can be implemented effectively across all work activities and places of work under the control of the Company.
- l) monitor performance in safety matters, and review from time to time through the audit process the effectiveness of this policy and the arrangements for its implementation.

The Company will meet these obligations under the law by actively promoting occupational health, safety and welfare interests as fundamental to the success of its business activities. Safety representation and consultation with employees is key to maintaining a good occupational health and safety regime.

The Directors of the company have recognised the need for consistent standards and for a common direction and strategy in all matters affecting the health, safety and welfare of employees. To this end, and in accordance with the requirements of the *Management of Health and Safety at Work Regulations 1999*, a SHEQ Manager is appointed to fulfil a co-ordination and advisory role in occupational health, safety and welfare matters. The Montel Civil Engineering Ltd HSEQ Management System is designed to ensure compliance with the international standard ISO 45001:2018.

The Directors regard occupational health, safety and welfare of employees as a management issue of an importance and priority at least equal with those of quality, productivity and efficiency. The Company is committed to the development of a positive safety culture, whereby directors, managers and supervisors effectively propagate and communicate the philosophy behind this safety policy.

It is the responsibility of employees, at every level, to implement the terms of this policy, to the best of their ability. Disciplinary action may be taken against any person failing to adhere to this requirement. The policy will be reviewed and revised from time to time to ensure that it continues to provide the basis for good standards of occupational health, safety and welfare at work for all employees.



Jon Kirkland.
Montel Civil Engineering Ltd. Managing Director

Document Signed December 2019

This general statement of policy on health safety and welfare at work supersedes all earlier copies of the document.