

HEALTH AND SAFETY POLICY STATEMENT

A J Loveland recognises its duties under the Health and Safety at Work etc Act 1974 and all other applicable health and safety legislation and are committed to carrying out all our operations in an appropriate and reasonable manner to protect the health, safety and welfare of employees and others who may be affected by our work activities.

The Directors have overall responsibility for all matters of health and safety within the Company and will actively pursue continual improvement through the implementation of this policy by ensuring, so far as is reasonably practicable, that:

- All risks arising from our activities are identified, evaluated and appropriately controlled and safe systems of work are implemented, maintained and reviewed.
- Arrangements are made to ensure the safe design, maintenance and use of premises, plant, substances and equipment that minimise risks to employees and others.
- All employees are provided with adequate resources, information, instruction, training and supervision to allow them to perform their allocated tasks.
- A safe and healthy working environment is provided with safe access/egress and adequate welfare facilities.

The main responsibility for implementing this policy lies with the Directors, Company Secretary, Managers and Site Personnel. A J Loveland recognise that to achieve improvements, commitment towards health and safety is essential from all employees therefore arrangements have been put in place to consult and communicate with employees on health and safety.

Employees have duties under current health and safety legislation to take reasonable care for their own safety and the safety of other persons who may be affected by their acts or omissions, to co-operate with the employer to enable him to carry out his statutory obligations, to bring to the employers attention any situation that they might consider to be a danger and to notify the employer of any shortcomings in health and safety arrangements. Any employee regardless of status, who is deliberately or consistently negligent in the performance of the Company policy on health, safety and welfare, will be subjected to disciplinary action.

A J Loveland will support any employee who takes a decision not to commence work or to stop work where in their opinion high levels of risk cannot be effectively controlled. In addition, suitable solutions will be implemented to reduce risks so far as is reasonably practicable.

This policy will be reviewed annually and any amendments required will be brought to the attention of all employees. It replaces and supersedes all previous issues.

Director



Date 3rd February 2025