

	<b>Health &amp; Safety Policy Manual</b>	SMS 01
		Revision 10
	02/09/2017	
Health and Safety Manual for the Zenith Contract Services Group – Zenith Contractors Limited, Zenith Refitment Services Limited, Zenith Pola Flooring Services Limited & ZenRite Limited		Page 4 of 49 pages

#### 4. Health and Safety Policy

We know that our staff are the most valuable resource we have, therefore their health, safety and welfare is of paramount importance to the well being of our business.

We understand that the most successful way to manage health and safety is to integrate it into our normal business activities. This is achieved by educating our staff in the principles of health and safety, and defining their health and safety responsibilities within the business. To further reinforce our positive health and safety ethos, we 'performance manage' health and safety, as we do for any other business function. We believe that this approach allows us to keep to a minimum; workplace injuries, ill health, and it reduces unnecessary losses and liabilities to the business.

The Group is committed to:-

- complying with all applicable health and safety legislative and regulatory requirements.
- providing and maintaining safe plant, safe work equipment and safe systems of work.
- minimising the risk to health in connection with the use, handling, storage and transport of articles and substances.
- providing suitable information, instruction, training and supervision to our staff and associates.
- providing a safe place of work, together with a suitable means of access and exit for our staff, suppliers and customers.
- providing a safe and healthy environment.
- providing adequate welfare facilities.
- setting health and safety objectives to continually improve our overall health and safety performance.

All employees are required to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions, and co-operate with management and their colleagues, to ensure compliance with all legislative requirements and standards and our health and safety policies and procedures.

All staff and suppliers are expected to carry out their duties within the requirements of our Safety Management System to enable us to achieve high standards of health and safety in our workplace.

The Directors are committed to developing a positive ethos that promotes, and continually improves its health and safety at all levels within each Company. We shall ensure that the necessary financial and physical resources are made available, that our employees are competent in the activities they undertake, and that necessary expert advice required to support our health and safety policy is made available in a timely manner.

Our health and safety policies will be periodically monitored and our performance and objectives will be subject to annual reviews.

Signed:



2<sup>nd</sup> September 2017

Group Managing Director