

**PART -1 Health & Safety Policy Statement**

Electrafence Limited intends to provide and maintain safe working conditions for its employees and to manage its activities so as to avoid or minimise any adverse effects upon our employees and others who may be affected by our works, so far as is reasonably practicable.

We recognise our moral and legal responsibilities in this area. Our Health and Safety Policy and Procedures manual describes the framework in place for meeting these obligations and we will endeavour to make it understood by all our employees, Clients and Sub-contractors. We intend to revise the Policy annually or sooner if required and issue revised copies to all employees via a sign and return form, up date the master copy on the server and send copies to main Clients and Sub-contractors.

Electrafence Limited recognise that the majority of workplace incidents are due to unsafe acts and has adopted a behavioural safety approach to reducing the likelihood of incidents. A 'no blame' culture will be used in incident investigation and observations will be conducted by all levels of Management.

The Directors appreciate the benefits that good Health and Safety management can have on the business performance and will therefore ensure that adequate resources are made available to maximise the company potential and are committed to a continuous improvement programme utilising key performance indicator. Comprehensive use will be made of risk assessments and safe methods of work will be developed to assist in securing these objectives.

The company will monitor its performance in health and safety through planned and unplanned inspections of the workplace & working practices and will record the results of these inspections. Areas where deficiencies are discovered will be examined and appropriate measures will be taken to reduce or eliminate the risks.

Wherever possible arrangements will be made with the Client and or Principal Contractor for the use of Welfare facilities at sites under their management. Where these facilities are not provided by the Client or Principal Contractor, then Electrafence Limited will provide suitable welfare facilities.

Electrafence Limited will retain the services of A.C.T. (NATIONAL) LTD, who are available to every employee of the Company for expert advice, guidance and information. To provide the company with additional assistance in health and safety matters we will utilise the services of a specialist consultant if and when necessary.

Independence enables the Consultant to inspect and monitor any aspect of Health and Safety throughout the Company without reference to the Management structure. The Health and Safety Consultant has the full backing of all the Directors to suspend any activity which he considers unsafe and is encouraged to be pro-active in improving our health and safety practices and procedures.

This SHE Policy Manual is supplemented with the Quality, Environmental & Procedural Documents retained electronically and as a hardcopy and identified as QA-016, QA-018 & QA-020. They contain Electrafence Limited policies on the specific areas of work that as a company we are involved with. They also clearly define the duties, responsibilities of the Directors, Managers and employees for each specific section.

**Signature**

James Creed

**Managing Director****Date: 12<sup>th</sup> January 2022**