

1.0 HEALTH, SAFETY and WELFARE POLICY STATEMENT

Specialist Group Holdings Ltd incorporates Specialist Joinery Fittings Ltd, Specialist Joinery Overseas Ltd and Specialist Glass which trade under Specialist Group (SG) which is referred to throughout this policy statement.

In accordance with the Safety, Health and Welfare at Work NI Order 1978 and Safety, Health & Welfare at Work Act 2005 (Section 20) and all other relevant, subordinate and associated legislation, Specialist Group will prepare and will revise and update at regular intervals this Safety Statement to demonstrate our commitment to Health and Safety in the workplace.

1. Specialist Group (SG) as employers are fully aware of the common hazards our personnel are exposed to daily in the workplace and on sites which can be considered to be dangerous working environments.
2. Specialist Group (SG) as employers will provide a working environment, which will be, as far as reasonably practicable, non-hazardous for the benefit of all employees, other contractors, visitors and the general public. We will do this by the continuous development of an effective Health and Safety culture.
3. We are committed to applying our Health and Safety standards to all projects we undertake as Contractors – we consider Health and Safety to be paramount and we are dedicated to raising our standards as our organisation progresses.
4. Through on-going risk assessments, the company has identified both factory and site specific and details of remedial action are detail in (appendix 1).
5. For use on site, Method Statements are detailed showing any preventative and protective measures. Specific procedures in the case of emergency are included. Site Rules will be relayed to site personnel and implemented during project.
6. All employees, both factory and site, are made aware of their duties and responsibilities regarding health and safety at work. This begins with first day inductions and training and refresher training as and when required. For factory employees, on-going machine training is also carried out. No factory employee can use machines without training and sign-off by their team leader. A training matrix is in place.
7. All safety assessments will be carried out and safe systems of work will be established, reviewed and updated as necessary. SG will ensure the Health and Safety Policy is put into practice. We acknowledge this requires the cooperation of management, all personnel and subcontractors, where applicable.
8. SG has the practical objective of ensuring effective management of Health and Safety by:
 - Gaining support for all concerned to realise health and safety is implemented
 - Motivation, education and training so that all concerned may recognise and correct hazards
 - Controlling hazards by implementing strong criteria on design and purchasing
 - Implementing inspections, tabulating to provide feedback and acting upon findings
 - Devising and introducing controls based on risk assessments
 - Compliance and implementation of regulations to achieve and improve standards of Health and Safety
 - Ensure working patterns limit the likelihood of fatigue
 - Take action to promote wellbeing throughout the company
9. SG will ensure that all our work areas have regular safety inspections. We will have regular Health and Safety Committee meetings and Mental Health Steering Group Meetings which will be attended by all sectors of the company.
10. All subcontractors will have to supply their own safety statement and RAMS
11. Emergency Procedures: SG have in place procedures to follow in the event of an emergency. These will be communicated to all employees during Induction and will be tested on-going.

As stated above the Health and Safety Policy and Procedures will be regularly reviewed and updated to ensure compliance with relevant changes in Health and Safety Legislation, both EC and Domestic.



01.06.2022

Signed: _____ Date: _____

Mr C O'Hagan – Managing Director - Specialist Group Ltd