

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Cambridge Precision Ltd regards the occupational health, safety and welfare of its employees, and of any contracted or temporarily engaged employees, as being of paramount importance. It is the company's policy to provide safe and healthy working conditions, to enlist the active support of all employees in achieving this objective and to ensure that suitable and sufficient resources and training are provided in order to ensure that the objectives of the policy can be achieved.

The company seeks to carry out its operations in a way that complies with the spirit, as well as the letter, of current health and safety legislation, and its commitment to the prevention of injury and ill health of all employees, by working to approved codes of practice, and in accordance with the best health and safety theory and practice.

This Health and Safety Policy is intended to reflect the Company's commitment to and recognition of an obligation to set and maintain high standards of health and safety for all its employees, and also, where they may be affected, for clients and the general public. In addition, activities which may affect the environment must be subject to suitable standards and controls to minimise that impact.

The Policy is determined by the Board of Directors and will be reviewed by the Board annually.

### Policy Objectives

The objectives of this policy are:

- To promote standards of safety, health and welfare that comply fully with statutory requirements and approved codes of practice, and which take into account current developments in this field
- To commit, eliminate and maintain safe and healthy workplaces, to operate safe systems of work, and to protect employees, customers and others, including the public, in so far as they come into contact with foreseeable work hazards
- To provide and maintain a safe and healthy working environment for employees, with adequate facilities and arrangements for their welfare
- To provide employees with the information, instruction, training and supervision which they require to enable them to work safely; and encourage and support continuous improvement
- To develop safety awareness and individual responsibility for health and safety in all employees
- To encourage full and effective joint consultation and participation on health and safety matters at all levels of the organisation.

## Duties and Accountabilities

The duties and accountabilities of employees are as follows:

### Directors, Managers and Supervisors

- To be aware of the health and safety legislation, codes of practice and guidance documents which are relevant for the type of work which is undertaken by the personnel in areas which are under their management
- To assume responsibility for the health, safety and welfare of all employees, contractors and visitors, and the safe and efficient operation of all equipment in their area of control
- To ensure that all employees and contractors, in their area of control, are informed of health and safety hazards, of which the company is aware, in relation to the work activities undertaken and materials used
- To ensure that all employees and contractors, in their area of control, are given information, instruction and training, with regard to safety precautions and procedures required, the safe operation of all equipment and compliance with appropriate standards and rules and are aware of their own responsibilities for their own and other's safety and security
- To ensure, as far as is practicable, that plant, equipment, systems of work and work environments meet all statutory requirements
- To ensure that suitable and sufficient resource is available to enable work to be undertaken without significant risk to the health and safety of personnel.

### Employees

- To understand and appreciate that, under the requirements of the relevant legislation, all employees have a duty to take reasonable care of their health and safety and that of other persons who may be affected by their acts or omissions
- To understand and appreciate that they must co-operate with management to enable them to comply with any duty placed on them in respect of the above
- To bring any matters which they believe may adversely affect their health and safety to the immediate attention of their managers
- To take action, if it is safe for them to do so, and to remove themselves from work situations that they may consider present an imminent and serious danger to their life or health, or control any hazards/ risks which come to their attention, or to warn others that the hazard/risk exists, all without reprisal or undue consequence for doing so.



**Nick Raven, Operations Director**