

HEALTH AND SAFETY POLICY STATEMENT



HTS (Property & Environment) Limited (the Company) delivers housing repairs and environmental works for Harlow Council.

The Company recognises its responsibility under current Health & Safety legislation and believes that incidents are preventable and this belief underpins our commitment to people and assets. We will ensure that all workplace risks are identified and mitigated to an acceptable level and our operations will strive towards sustainable Health and Safety improvement.

The Company is actively committed to the provision of strong and active leadership; the engagement of the workforce in the promotion and achievement of healthy and safe conditions and the formal assessment and review of the company's performance. The Company will provide adequate resources, information and training to ensure that the Management Teams can deliver this policy and its objectives and that standards and objectives set in the Company Safety, Health, Environmental and Compliance (SHEC) Management System together with appropriate local arrangements, are delivered.

To deliver this, we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Identify and mitigate to an acceptable level, workplace health and safety risks.
- Ensure employees are trained to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe or in contradiction to our philosophy.
- Integrate health and safety matters into our business decisions.
- Engage with our stakeholders, business partners and supply chain colleagues to ensure that their SHEC management standards and practices meet or exceed the expectations of this policy.
- Comply with applicable Health and Safety legislation and legal requirements and strive to achieve all best practice.
- Strive for continual improvement in health and safety performance and publicly report our performance on a regular basis.
- Provide our employees with information on health care, health promotion rehabilitation and wellbeing.
- Undertake regular reviews of this Health and Safety Policy Statement to ensure it remains relevant and appropriate to our business activities.
- Share this policy with employees, stakeholders, business partners and members of the public.
- Comply with client-specific requirements including (but not limited to) occupational health, working hours and fatigue management.
- Enhance performance based upon behavioural programmes, observations, coaching and maturity tools.
- Investigate all significant incidents and near misses and aim to prevent reoccurrence.

Senior management will review this policy annually and establish objectives and targets that are consistent with the Company's objectives.

This Health and Safety Policy Statement will be communicated to staff and members of our supply chain.

John Phillips
Managing Director
For and on behalf of HTS (Property & Environment) Limited
February 2018