

Health and Safety Policy Statement

D R Caswell Limited trading as Caswells Group and Cutlers

D R Caswell Limited is committed to the consultation and participation of all persons working for and on behalf of our organisation. We are committed to the elimination of hazards, the reduction of risk, and the provision of safe and healthy working conditions for the prevention of work-related injury and ill health to our employees, customers, visitors and those who are indirectly affected by our activities.

Health and safety is an integral part of our business and holds equal status to other aspects of business performance.

We maintain a certified ISO 45001 occupational health and safety management system, which provides the framework for achieving high levels of health and safety performance. Using a risk-based methodology to identify operational and process risks and eliminate hazards we have introduced a suite of realistic and achievable objectives, with supporting measurable key performance indicators to assist us in the continual improvement of our health and safety processes.

To support the achievement of these objectives we shall continue to:

- Comply with applicable statutory and regulatory requirements, codes of practice, and client or insurance requirements.
- Carry out risk assessments and review them on a regular basis.
- Provide and maintain safe systems of work, safe plant, and safe equipment.
- Provide safe and healthy working conditions and suitable welfare facilities.
- Ensure health and safety is never compromised for other objectives.
- Monitor safety performance and maintain standards to drive continuous improvements.
- Require employees, and other persons working under our control to comply with Health and Safety standards at all times.

The management of health and safety is a prime responsibility of persons at all levels, but the ultimate accountability for health and safety and the functionality of the health and safety elements of the Business Management System rests with Peter Caswell, Managing Director.

The objectives of this policy can only be achieved with the support and commitment of all employees.

To this end, all persons working for or on behalf of the company shall:

- Take reasonable care of themselves and others affected by their acts and omissions.
- Co-operate with others on health and safety matters.
- Not interfere with or misuse anything provided for the health and safety of employees or others.
- Bring to the attention of management any concerns relating to health, safety, or wellbeing.

Duties and responsibilities for matters of health and safety and risk control systems for the implementation of the policy shall be set out within the company Business Management System.

Training and Communication

We are committed to ensuring that all employees and contractors are made aware of this Health and Safety policy and understand their role in creating and maintaining a safe working environment. Where necessary, information, instruction, and training will be provided to maintain competence and ensure compliance with health and safety requirements.

We also encourage worker participation through regular meetings, suggestion schemes, and open channels of communication. This ensures employees are actively involved in decisions that affect their health, safety, and wellbeing.

Accountability

Health and Safety is a prime responsibility of persons at all levels. However, ultimate accountability for Health and Safety management rests with Peter Caswell, Managing Director. He is responsible for ensuring the implementation of this Health and Safety policy and for making the necessary resources available to realise our commitments. Responsibility for delivering on this policy rests with employees at all levels within the organisation.

This policy is maintained as documented information, communicated throughout the organisation, made available to interested parties as appropriate, and reviewed at least annually to ensure its ongoing suitability, adequacy, and effectiveness. Performance against this policy is monitored through our Business Management System and management review process to ensure the protection of employees and others affected by our activities, compliance with legal and regulatory requirements, and the continual improvement of our health and safety performance.

This policy is endorsed by Paul Murphy, Commercial Director, for and on behalf of the Managing Director, who retains overall responsibility for health and safety within the organisation.



Commercial Director
Policy date: 1 September 2025
Policy re-approved: 12 September 2025