

## Health and Safety Policy Statement

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

This is an integral part of our business and has equal status to other aspects of business performance.

Caswells are committed to our occupational health and safety management system and 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 health and safety 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 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.

The management of health and safety is a prime responsibility of managers at all levels but 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.

Our EH&S team focus upon standards and controls, training, and promoting a culture of EHS compliance and monitoring. They are responsible for the development and implementation of safety initiatives within the organisation which enables us to provide a safe and environmentally friendly workplace for our staff.

To ensure that employees are involved and consulted on matters of health and safety, we ensure they are made aware of their general and specific health and safety responsibilities during their induction to the company and this is followed with an ongoing program of health and safety training such as general awareness, fire safety, manual handling, warehouse operations, safe operating of equipment, DSE, and emergency action plans.



We shall ensure all employees are competent to carry out their duties and responsibilities in a safe manner.

We shall ensure that this policy is available to all interested parties, and shall ensure that it is understood, implemented, and maintained at all levels.

*P. Caswell*

Peter Caswell  
Managing Director

8 January 2024