

## HEALTH AND SAFETY - POLICY STATEMENT

D L Rhodes & Son Ltd recognises the fact that the health and safety has positive benefits to the organisation and commitment to a high level of safety makes good business sense. It also recognised that health and safety is a key function of the business and must, therefore, continually progress and adapt to change. The approach to health and safety will be based upon the control and identification of risk.

AS there are distinct benefits to be gained from providing a safe and healthy working environment, appropriate levels of resources are allocated to ensuring health and safety within the organisation and this is actively supported by senior management.

The Directors and senior managers expect the level of service the company provides and the quality of the workmanship to be of the highest standard and no less is expected when it comes to health and safety.

All employees are involved in the decision making either on an individual basis or through D L Rhodes and son communication with Directors and Managers. The performance of both individuals and the organisation as a whole is governed by predetermined standards including health and safety improvements.

Adequate planning, monitoring and review of the implementation of the health and safety policy is carried out. In order to ensure that this policy statement is achieved, the following lays down the company's aims and objectives.

1. D L Rhodes & Son Ltd ensures that are arrangements in place for the effective planning development and review of this policy statement.
2. Directors and managers will ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.
3. D L Rhodes Ltd will provide the necessary information, instruction and training to employees and others, including temporary staff to ensure their competence with respect to health and safety.
4. Directors and managers consider that health and safety is as important as all other business functions and attaches priority to maintaining high levels of health and safety performance.
5. D L Rhodes & Son Ltd will provide the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety. The assistance of expert help is sought where necessary skills are not available within the company.
6. The company liaises and works with all necessary persons to ensure health and safety. The company will ensure that there are adequate arrangements in place for ensuring the safety of the public, visitors and anyone else who may be affected by the company's activities.
7. D L Rhodes & Son believes in constantly improving health and safety standards and will ensure that through constant review of safety performance coupled with commitment at the highest level that those improvements are maintained.
8. D L Rhodes recognises that health and safety is the responsibility of everyone within the organisation and is not just a function of management. Managers have specific duties and responsibilities to comply with the letter and spirit of this policy. Employees have specific responsibilities to take reasonable care of themselves and others who they may affect by their activities and to cooperate with management in achieving the highest standards required. The company ensures that health and safety management is an integral part of a manager's function and monitors their implementation of the company health and safety requirements.
9. D L Rhodes & Son ensures that health and safety is an integral to the decision making and management process within the organisation.
10. D L Rhodes will investigate all incidents of work related ill health and accidents to reduce the likelihood of a reoccurrence.
11. D L Rhodes will ensure that procedures are established to ensure that the safe plant and equipment are provided for employees and that appropriate training and refresher training is carried out.
12. The safety policy will be reviewed by the Managing Director and the safety advisor on an annual basis. Or, following changes in legislation that may affect the organisation.

**Signed:**  
Managing Director

**D L Rhodes & Son Ltd**  
January 2010



VAT No. 745 450 922  
Company Registration No. 4164140