

General Statement

It is the policy of **Kaliber Group of Companies** to ensure, as far as is reasonably practicable, the health, safety and welfare of its employees and the health and safety of other persons who may be affected by the activities of the organisation.

The organisation will take steps to ensure that its statutory duties are met at all times.

Organisational Responsibilities

The organisation shall ensure that:

1. A member of the senior management maintains specific responsibility for health and safety.
2. Competent persons and specialists, where necessary, are appointed to assist the organisation to meet its statutory obligations.
3. All employees are consulted on matters relating to health, safety and welfare.
4. Adequate facilities and arrangements are maintained to enable employees to raise issues of health, safety and welfare.
5. All employees will be given information, instruction and training as necessary to enable the safe performance of work activities.
6. All health, safety and welfare arrangements will be brought to employees' attention and will be reviewed to ensure effectiveness.

Employees Responsibilities

Employees must ensure that they:

1. Co-operate with management to enable compliance with all statutory responsibilities.
2. Take reasonable care of their own health and safety and the health and safety of others who may be affected by their actions, or inactions.
3. Understand fully the health and safety arrangements that apply to them and their work functions.
4. Report all accidents, incidents and unsafe conditions in line with the company's policies.
5. Understand the sections of the employees' handbook relating to conditions of employment referring to health and safety policy.

David Richards
Chairman & Managing Director
1st September 2017

The policy is reviewed on a periodic basis, or following significant changes to the business activities.

