

1. Health & Safety Policy

Introduction

The overall aim of our Health & Safety Policy is to ensure, as far as is reasonably practicable, the health and safety of all employees working for the company, and other persons who may be affected by our business activities. This policy is in accordance with Section 2 of the Health and Safety etc. Act 1974. It is the responsibility of all employees to identify and report incidents of Health & Safety Policy non-conformance, and ideas for improvement.

Policy

We at Test Valley Ltd:

- Measure, maintain and revise where necessary, an annual Health & Safety plan
- Systematically identify and address Health & Safety risks and hazards
- Comply with all applicable Health & Safety legislation and regulations
- Ensure all staff receive role-appropriate Health & Safety training
- Ensure our Health & Safety Policy is available to interested parties

Our Health & Safety Policy is supported by our Health & Safety Policy Notice – see below

2. Health & Safety Policy Notice

Introduction

This Health & Safety Policy Notice supports the company's Health & Safety Policy.

Notice

As a business we have a responsibility to ensure the health, safety and welfare of all employees working for the company and other persons who may be affected by our undertakings. Furthermore, we recognise that successful health and safety management contributes to positive business performance, and is beneficial for the organisation, its employees and other persons that we affect.

We acknowledge that successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior managements. To maintain that commitment we will continually measure, monitor and revise where necessary, an annual plan to ensure that health and safety standards are adequately maintained.

The management team, supported by our employees, will do all that is reasonably practicable to prevent personal injury and damage to property. Also, the organisation aims to protect everyone, including visitors and members of the public, insofar as they come into contact with our activities, from any foreseeable hazard or danger.

All employees are made aware of their duties under the Health and Safety at Work etc. Act 1974, including taking personal responsibility for their own health and safety, and ensuring they do not endanger other persons by their acts or omissions. Employees are also aware that they must co-operate with the organisation in order that it can comply with its legal obligations.

The organisation will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures to maintain a safe, healthy working environment. Where applicable, employees will be encouraged to participate in this process by raising concerns, sharing their viewpoints and making recommendations.

So far as is reasonably practicable, we will provide safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of appropriate safety equipment, and we will ensure that appropriate information, instructions, training and supervision is given.

We expect management to achieve their targets without compromising health and safety, and regard health and safety legislation as the minimum acceptable standard within our organisation.