

Health and Safety Policy

1. General

Weidmüller Ltd and Klippon Engineering recognise the fact that health and safety and employee welfare have an immensely positive benefit to the organisation and commitment to a high level of safety in the workplace makes good business sense. They also recognise that health and safety is a business function and must, therefore, continually progress, improve and adapt to changes. The approach to health and safety will be based on the identification and control of risks.

There are distinct benefits to be gained from the provision of a safe and healthy working environment, appropriate levels of resources will therefore be allocated to ensuring that health and safety is a high priority within the organisations. A positive culture will be encouraged within the organisations and this shall be actively supported by senior management.

Employees will be involved in the decision-making process either on an individual basis or through their safety representatives. The performance of both individuals and the businesses will be monitored with continual improvements being made.

Adequate planning, monitoring and review of the implementation of the health and safety policy will be carried out.

The Health and Safety at Work Act imposes statutory duties on employers and employees. To enable these duties to be carried out the approach is, as far as is reasonably practicable, to ensure that responsibilities for safety and health are properly assigned, accepted and fulfilled at all levels of the businesses.

2. Aims and Objectives

To ensure that this general statement is achieved, the organisations will:

- Carry out suitable risk assessments for all relevant activities or duties to ensure that any identified risks are as far as practical and possible mitigated or controlled using training or equipment
- Adopt a 'Plan, do, check act' approach to matters relating to Health and Safety in the workplace
- Provide and maintain plant and equipment and ensure that systems of work are safe and without risks to health.
- Ensure that arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
- Provide the necessary information, induction instruction and training is provided to employees and others, including temporary staff to ensure their competence with respect to health and safety.
- Maintain the workplace in a safe risk-free condition and ensure the provision of safe means of access and egress from the workplace.
- Provide and maintain a safe and healthy working environment with adequate welfare facilities and arrangements.
- Monitor and maintain as far as practical and possible high levels of employee welfare and wellbeing, always ensuring that the business works within all legal obligations.

To this end it is essential that:

- Arrangements are put into place for the effective planning, development and review of this policy statement.
- Adequate arrangements are also in place for ensuring the health and safety of visitors and contractors that attend the organisations premises.
- A system to ensure that accidents and 'near-misses' are fully investigated and appropriate action taken to reduce the likelihood of their occurrence is in place.
- Managers ensure that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisations.
- Safety is the responsibility of everyone within the organisations and is not just a function of management. Managers will have specific duties and responsibilities to comply with the rules and spirit of the businesses policy.

- Employees will have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with management in achieving the standards required. With regards to any duty or requirements imposed on his / her employer, to any other person by, or under any of the relevant statutory duties to co-operate with the Employer so far as is necessary to enable that duty or requirement to be performed or complied with.

3. Social, Regulatory and Public Authorities

- The organisations believe in constantly improving health and safety standards and performance. They will to this end endeavour to ensure that all relevant statutes, Regulation and Codes of Practice are complied with. The minimum standards that will be adopted by the organisations are those required by law, although the aim should be to seek to exceed these where there is a demonstrable benefit.
- The organisations will also conduct their operations always in such a way that they fully discharge their moral and social obligations to the local community and to the public at large. They will co-operate fully with statutory and public authorities and organise their work accordingly to guidance provided in relevant codes of practice.
- The aim will also be to reduce to a minimum the ecological impact of all activities and processes.

4. Endorsements

Senior Management gives their full endorsement to this policy, supporting all those who undertake to carry it out.

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Simon Goodwin, Managing Director.
Weidmuller Limited