

## HEALTH & SAFETY POLICY STATEMENT

The Health & Safety at Work Etc. Act 1974 requires TSM to ensure, so far as is reasonably practicable, the health and safety of our employees and anyone else who may be affected by our acts or omissions. Our defined performance standard is zero accidents and compliance with legislative requirements will be the minimum acceptable standard adopted to achieve this goal.

In order to carry out this policy, responsibilities for health and safety have been clearly defined, allocated and accepted at all levels. All employees must play their part in implementing this policy in accordance with the relevant company policies, procedures, legislation and other compliance obligations, if safety standards are to continually improve.

To achieve this, we will:

- Provide adequate control of health and safety risks arising from our activities in relation to employees, contractors, clients, the public and other third parties.
- Provide sufficient resources to ensure that proper provisions for health and safety can be made.
- Carry out risk assessments of our activities and implement effective measures to control the risks present and ensure workers are briefed on the risks and control measures that affect them.
- Communicate with all workers about their health and safety and provide them with sufficient information, instruction and training through positive management and supervision in order to implement this policy.
- Commit to the consultation and participation of workers and workers' representatives where appointed.
- Commit to encouraging safe behaviours and re-educating unsafe behaviours.
- Provide and maintain safe equipment, safe working practices, safe working environment and adopt industry best practice and implement safe systems of work.
- Commit to the prevention of injury and causes of work-related ill health.
- Assure every employee or person working on behalf of the company that they have the absolute right to decline to carry out work if they feel it is not safe to do so (via our whistle blowing policy).
- Review the risks and opportunities to our business and set and monitor health and safety objectives against which our performance can be measured to identify opportunities for continual improvement in health and safety performance and the management system.
- Provide our employees with the appropriate tools and equipment to enable them to work safely.
- Operate an Integrated Management System in accordance with the requirements of BS EN ISO 9001:2015, BS EN ISO 14001:2015, and BS EN ISO 45001:2023.

This policy will be reviewed annually as part of the management review process, to ensure its continued relevance and adequacy.

This policy statement will be briefed to employees at their induction and will be communicated and implemented at all levels within the company and to all persons working under our control. This Health and Safety Policy Statement is available to interested parties on request.

Signed: 

**Position:** Managing Director

**Date:** 01/07/2024

**Review Date:** 01/07/2025