

## **Health and Safety Policy**

Aban Development Builders

Effective Date: 17.06.23

### **Introduction**

At **Aban Development Builders**, we are committed to providing a safe and healthy work environment for our employees, visitors, and all individuals affected by our operations. This Health and Safety Policy outlines our commitment to maintaining high standards of health and safety, preventing workplace accidents and incidents, and promoting a culture of safety throughout our organization.

### **Policy Statement**

- a. **Legal Compliance:** We will comply with all applicable health and safety laws, regulations, and standards. We will strive to meet or exceed industry best practices and provide a safe working environment that safeguards the physical and mental health of our employees.
- b. **Risk Assessment and Management:** We will identify and assess workplace hazards to eliminate or minimize risks to health and safety. We will develop and implement risk management strategies, including appropriate controls, procedures, and training, to mitigate identified risks.
- c. **Employee Involvement:** We encourage the active participation and engagement of employees in maintaining a safe workplace. Employees are encouraged to report hazards, near misses, and potential safety concerns promptly. We will involve employees in the development and review of health and safety policies, procedures, and training.
- d. **Training and Awareness:** We will provide ongoing health and safety training to employees, contractors, and other relevant individuals to ensure they are aware of the risks associated with their work and equipped with the knowledge and skills to perform their tasks safely. We will promote a culture of safety awareness through regular communication, information sharing, and safety campaigns.
- e. **Incident Reporting and Investigation:** We will establish a system for reporting and investigating workplace incidents, accidents, near misses, and hazards. All incidents will be thoroughly investigated to determine root causes and identify corrective actions to prevent future occurrences. Lessons learned from incidents will be shared to improve overall safety performance.
- f. **Emergency Preparedness:** We will develop and maintain emergency response plans, procedures, and systems to effectively respond to potential emergencies and protect the well-being of employees and visitors. We will conduct drills and exercises periodically to ensure preparedness and enhance response capabilities.
- g. **Continuous Improvement:** We are committed to continuously improving our health and safety performance. We will regularly monitor, evaluate, and review our health and safety practices to identify opportunities for improvement, implement corrective actions, and strive for excellence in health and safety management.

### **Responsibilities**

- a. **Management:** Management is responsible for establishing and promoting a culture of safety, providing necessary resources, and ensuring compliance with health and safety policies and regulations. They will demonstrate leadership by actively participating in health and safety initiatives and allocating sufficient resources to address health and safety requirements.
- b. **Employees:** Employees have a responsibility to comply with health and safety policies, procedures, and guidelines. They are expected to report hazards, accidents, and near misses

promptly, follow safe work practices, and actively participate in health and safety training and programs. Employees should contribute to a positive and safe work environment by adhering to safety protocols and supporting their colleagues' safety.

c. Health and Safety Committee: A health and safety committee may be established to promote communication, consultation, and collaboration on health and safety matters. The committee will review health and safety performance, provide recommendations, and facilitate the implementation of health and safety initiatives.

### **Communication and Training**

We will communicate this Health and Safety Policy to all employees, contractors, and stakeholders to ensure their understanding and commitment to its principles. Training programs and awareness campaigns will be conducted to provide education on health and safety topics, promote compliance with policies and procedures, and enhance safety awareness throughout the organization.

### **Monitoring and Review**

We will regularly monitor and review our health and safety performance to ensure the effectiveness of our policies, procedures, and control measures. We will conduct periodic audits, inspections, and assessments to identify areas for improvement and take proactive measures to address any gaps or deficiencies.

### **Policy Review**

This Health and Safety Policy will be reviewed periodically to ensure its ongoing relevance, effectiveness, and compliance with applicable laws and regulations. Any necessary updates or revisions will be made to align with changing circumstances, emerging risks, and industry best practices.

Signed: *M. Hutchinson*

Name: Michael Hutchinson

Date: 17.06.23