

# Health & Safety Policy

# STATEMENT

At IWJS safety remains our core focus; we are committed to continual investment in the health, safety and wellbeing of our people, processes and practices.

We will work to ensure an understanding of safety at every level, providing the relevant support for our employees so that they may discharge their duties safely, in alignment with all relevant obligations.

- As such, our leadership team make the following commitments:
- • Leading from the top by leading by example - we take overall responsibility and accountability for health and safety within our organisation
- • Promoting and leading a health and safety culture that we can be proud of; one which empowers our people to “choose safety” each and every day without fear of reprisals
- • The establishment of suitable and sufficient policies, procedures and workplace controls to prevent work related injury and ill-health, not just amongst our employees but to anyone who may come into contact with, or be affected by, our activities
- • The establishment and clear communication of workplace risk assessments which work to identify the hazards present and establish clear controls to minimise the risks associated with our work • The provision of safe and healthy activities, working conditions and spaces for our employees, alongside the provision of the appropriate plant, tools, kit and equipment for the task at hand • The provision of the relevant resources required to establish, implement and maintain our health and safety management system
- • Adherence to, and wherever possible the surpassing of compliance with, relevant legal, regulatory and other requirements to which we either must or have chosen to subscribe to
- • The definition of a health and safety strategy and subsequent objectives and targets to allow us to establish a clear direction for health and safety management within our organisation • The implementation of an Occupational Health and Safety Management System which we shall continually maintain and improve; we will direct and support all of our employees to contribute towards its effectiveness
- • The empowerment of our management structures to assist them in demonstrating their leadership as applicable to their areas of responsibility
- • The provision of suitable training to our employees, at all levels within the business, to equip our workers with the tools they may need to discharge their duties safely
- • Continual consultation and participation with our workforce via the establishment of clear processes; we will continually empower and encourage our workforce to engage with us regarding matters which may affect their health and safety whilst at work
- • We will remain passionate about the improvement, year on year, of our health and safety performance.

We will ensure this policy is not only communicated to all our employees but understood at all levels. We also commit to reviewing the suitability of this policy on an annual basis.

Signed: Christopher Stewart,  
Managing Director



“*safety is our focus*”