

FM Conway Ltd (hereinafter referred to as 'The Company') is fully committed to meeting its responsibilities under the Health and Safety at Work, etc, Act 1974, the Management of Health and Safety at Work Regulations 1999, as amended and all other relevant legislation and applicable standards, such as Highway Sector Schemes and Railway Group/Network Rail Standards, both as an employer and a company. To achieve these objectives, the company has invested substantially in developing its Health, Safety and Welfare processes including additional staff, training and resources including specific vehicles for training and welfare. It has appointed designated members of staff to be responsible for company health, safety and welfare, to include management and reviewing of procedures and policies, liaison with the Health and Safety Executive (when necessary), informing the company of its legal duties to include new legislation and to ensure continued compliance with the law and cooperation with the customer or client. We have also contracted the services of external Health and Safety Consultants and Medical Services to give additional support, advice and audits.

In accordance with Section 2 of the Health and Safety at Work etc. Act 1974, the Company will, so far as is reasonably practicable:

- Provide plant and equipment that is maintained and safe to use;
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- Provide necessary information, instruction, training and supervision;
- Provide a safe working environment with safe means of access and egress;
- Ensure safe working practices and suitable welfare facilities.

The main responsibility for health, safety and welfare lies with the Chief Executive Officer and other Officers/Directors of the Company. Without prejudice to the above statement, responsibilities have been delegated throughout the company's structure, as detailed within the organisation section of this policy.

The company has arranged for all relevant insurances, as required by legislation, in order to cover all its work activities including but not limited to, Employee Liability, Public Liability, and Motor Vehicle Insurance.

All company employees/sub-contractors must agree, as part of their employment, to comply with their individual duties under all relevant legislation, with particular regards to The Health and Safety at Work etc. Act 1974 and The Management of Health and Safety at Work Regulations 1999, as amended and to cooperate with their employer in order to assist him to carry out his health, safety and welfare duties under the HSWA. Failure to comply with any health and safety duties, regulations, work rules or procedures, on the part of any employee, will be dealt with in accordance with company disciplinary procedures.

The company shall openly encourage workforce involvement in all aspects of Health, Safety and Welfare to include sufficient participation in consultation of the company's activities and an open door policy, without concern of retribution, for the reporting of all incidents of an unsafe act or unsafe condition.

The company has in place, a means of reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive and will provide an Accident Book for the reporting of all accidents, irrespective of how minor. This will assist in satisfying its obligations under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations.

The Company shall undertake appropriate Risk Assessments for all of its work activities in order to identify the relevant hazards, determine appropriate control measures and record the significant findings. Subsequently, this information shall be provided to all relevant parties who may be affected by the company's activities.

The company shall determine health and safety objectives in order to provide a basis for measuring improvements. The company shall monitor its health, safety and welfare performance including where applicable, but not restricted to, inspections, auditing, consultation, health surveillance and objective achievement and shall provide evidence of the level of compliance to Top Management and subsequently develop action plans for improvement.

This policy has been prepared in compliance with section 2(3) of the Health and Safety at Work etc. Act 1974 and binds all Officers, Directors, Managers and Employees, in the interests of Employees, Customers and Stakeholders. We request that our Customers and Visitors respect this Policy; a copy of which can be made available on request. This policy is subject to review and amendment on an annual basis or whenever a need is identified by other means.


Michael J Conway
Chief Executive Officer