



# **HEALTH, SAFETY & WELFARE POLICY**

## ISSUE 1

### HEALTH, SAFETY & WELFARE POLICY DOCUMENT CONTENTS

SECTION 1	PAGE
General Statement of Policy	3
 SECTION 2	
Objectives	4
 SECTION 3	
Safety Organisation	5
 SECTION 4	
Arrangements for Health, Safety & Welfare	8

## **HEALTH SAFETY & WELFARE POLICY**

### **SECTION 1 – General Statement of Policy**

Techcon Solutions Limited (The Company) believes that high standards of health, safety and welfare management are an essential part of good business practice.

The Company recognises its responsibilities to all its employees (and also to others who might be affected by its' activities) in accordance with The Health & Safety at Work Act 1974, The Management of Health & Safety at Work Regulations 1999 and other applicable legislation.

The Company will endeavour to conduct its operations, so far as is reasonably practicable, in a manner which recognises the health, safety and welfare needs of employees and/or other persons likely to be affected. In order to work towards this objective, the Company will focus on:

- a) A safe place of work and access/egress.
- b) A safe working environment and adequate welfare facilities.
- c) Safe plant, equipment and vehicles.
- d) Safe handling, storage, transport and maintenance of articles and substances used at work.
- e) Necessary information, instruction, training & supervision.

Furthermore, the involvement and support of our employees will be encouraged, as we believe this to be the most effective means for securing our Health, Safety & Welfare strategy.

The allocation of duties in this policy is set out in Section 3 and the detailed arrangements are in section 4.

This policy will be reviewed as often as is necessary to ensure it keeps abreast of current legislation, continues the management of health and safety to help reduce accidents and promotes a health and safety culture.

## **SECTION 2 – Health, Safety & Welfare Policy - Objectives**

The objectives of this policy are:

- To promote high standards of health, safety and welfare within the Company and to comply with relevant statutory provisions.
- To promote a positive health and safety culture and encourage an attitude of responsibility and co-operation at all levels.
- To commit to the provision of adequate time and resources necessary to encourage the effective implementation of the policy.
- To identify duties and delegate responsibility throughout the organisation.
- To create and maintain a safe and healthy place of work for all employees, contractors and visitors to our premises.
- To facilitate, so far as is reasonably practicable, the health, safety and welfare of persons not in our employment, but who could be adversely affected by our work activities.
- So far as is reasonably practicable to provide employees at all levels with adequate instruction, training and supervision. That training to be repeated as often as is considered necessary.

### **SECTION 3 – Health, Safety & Welfare Policy – Safety Organisation**

Techcon Solutions Limited

Administrative management of health & safety legislation, information gathering & distribution of said information. Staff training where applicable & record keeping.

Site Management Team

On site implementation of health & safety, site inspections, site supervision & first aid.

The policy statement confirms the commitment of the Company to achieve, as far as is practicable, an acceptable level of safety within the Company.

Health and safety responsibilities are as follows:

- a) To make available sufficient resources for the development, implementation, monitoring, update and adaption of the company health and safety system.
- b) To give input into the system in areas of own expertise, so the system built is practical and may be followed in practice.
- c) To liaise and work with any health & safety adviser if required and employees to continually improve health & safety within the company.
- d) Liaise with managers and employees on matters relating to health and safety.
- e) Liaise with the Company's appointed competent person, to make arrangements for the employees to receive appropriate health and safety training for the work they undertake.
- f) Ensure reporting to the enforcing authority of any accidents and instances of ill health and dangerous occurrences which are notifiable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 1995).
- g) Ensure the provision of adequate first aid resources in accordance with current legislation.
- h) Provide adequate time and resources to maintain satisfactory levels of health and safety.
- i) Liaise with the appropriate person to co-ordinate the activities of all contractors and sub-contractors working on our premises to ensure they are working safely and not to the detriment of other persons.
- j) The following notices are obtained & displayed:
  - Copy of the health and safety policy
  - Employers liability insurance certificateAnd the following documents held:
  - Accident book
  - RIDDOR Report forms

### **Site Supervisors:**

The Site Supervisor will;

- a) Report to the Health and Safety Representative on matters relating to health and safety.
- b) Supervisors carry out the day to day responsibility for implementing health and safety and will endeavour to maintain safe working practices in line with Company health and safety policy and that any control measures, devices or items of PPE put into place shall be used at all times where applicable and not misused or interfered with.
- c) Endeavour to ensure that the risks associated with the work activities carried out within their area of responsibility are adequately assessed to the best of their ability and knowledge at that time, or seek further assistance/advice if not.
- d) Maintain acceptable standards of housekeeping.
- e) Make provision for adequate first aid facilities.
- f) See that health and safety information, instruction and training is provided and that no person undertakes and duty for which they have not received suitable and sufficient training to deem them competent to perform that duty.
- g) In the event that a concern is reported or identified, to take immediate action to remedy or isolate any hazardous situation or unsafe act in order to prevent an injury or dangerous occurrence as far as is reasonably practicable.
- h) Make appropriate arrangements for all accidents and dangerous occurrences to be reported clearly, accurately and promptly in accordance with the Company procedure.
- i) Liaise with the Site Supervisor or seek other specialist advice as appropriate on issues which require further clarification or specialist knowledge on matters relating to health and safety.
- j) Endeavour to ensure that tools, plant, machinery and substances supplied for use, are used for their intended purpose, to their designed function and in compliance with any relevant legislation in a safe and proper manner.
- k) Investigate and report any damaged or defective tools, plant and equipment and ensure that repairs are affected prior to re-use.
- l) Report and initiate the Company disciplinary procedure in the event of an employee interfering with equipment, signs or systems provided in the interest of health and safety.
- m) Provide the necessary resources for the communication of specific health and safety information to all employees as necessary.

### **Employees/Operatives**

As stated in the "Safety Policy Statement" all employees have a duty to support the health and safety function.

Employees will:

- a) Comply with the Company Health and Safety Policy Statement and carry out all operations and work as trained and instructed.
- b) Not perform any work or use any machinery for which they are not suitably trained, authorised and deemed competent to use.
- c) Use equipment correctly including any safety equipment or personal protective equipment provided.
- d) Report to their Supervisor any incident or defect to plant and equipment, which has led, or may lead, to danger, damage or injury.
- e) Co-operate with the Company in complying with health and safety legislation.

- f) Report injuries, accidents and near misses immediately to their manager or appointed First Aid Personnel, where relevant.
- g) Ensure that anything provided in the interests of health and safety is not intentionally or recklessly interfered with or misused.

It should be noted that disciplinary action may be taken against employees who persistently and deliberately flout the requirements placed upon them by statutory provisions and Company Safety Rules.

IF YOU ARE IN ANY DOUBT ABOUT MATTERS RELATING TO YOUR OWN HEALTH AND SAFETY OR THAT OF YOUR COLLEAGUES OR OTHERS THEN SEEK CLARIFICATION FROM YOUR SUPERVISOR – DO NOT IMPROVISE!

### **The Health and Safety Administrator**

The Health and Safety Administrator, shall oversee and advise on the management of Health and Safety within the Company and will endeavour to build and sustain a culture in which health and safety considerations are prioritised.

The Safety Administrator will:

- a) Report on inform on health and safety matters to the Site Supervisor.
- b) Act in a supportive role to the Site Supervisor.
- c) Analyse and interpret relevant legislation and its impact upon the Company.
- d) Advise on possible strategies for compliance with such legislation.
- e) Develop and implement procedures to help achieve legal compliance.
- f) Provide support and advice on request to staff on matters relating to health and safety.
- g) Provide and support health and safety training requirements.
- h) Prepare and implement policy for effective accident/incident investigation to facilitate statutory compliance. Liaise with relevant enforcing authorities as necessary.
- i) Liaise with appropriate insurance companies and their representatives where relevant.
- j) Monitor the effectiveness of the health and safety policy and take action as necessary to ensure correct standards are maintained.

### **Visitors to the Company**

- a) Where applicable, all visitors, contractors and temporary workers attending our sites will be expected to comply with our health, safety and welfare policy, associated codes and rules and safe working procedures.
- b) With regard to work related activities, all visitors, contractors and temporary workers shall report to a nominated First Aider, any accident, incident or illness occurring to them whilst on site and prior to leaving our site.

## **SECTION 4 – Arrangement for Health, Safety and Welfare**

The management of Health and Safety at Work Regulations 1999 require employers to establish appropriate arrangements for planning, controlling, monitoring and reviewing health and safety measures. These arrangements have been incorporated into the following section of the safety policy document.

### **1. Induction and Training**

It is the Company's responsibility to inform, instruct, equip and train their employees such that they may carry out their duties in a safe and efficient manner.

New employees will be given induction training as soon as is reasonably practicable. Employees should only be given work which they are capable and competent to do safely.

Inexperienced employees or trainees must be afforded additional supervision based on specific risk assessments.

When young persons are employed, additional control measures need to be considered so as to compensate for their:

- a) Lack of experience.
- b) Absence of awareness of existing/potential risk.
- c) Immaturity, both physically and mentally.

Persons should be prohibited from doing work for which they have not been appropriately trained.

Specialist training is provided as required to meet compliance with legislation and as identified as per the training needs analysis.

### **2. Assessment of Risk**

The Company is responsible for the identification and assessment of risk in relation to Regulations made under the Act.

Risk assessments will be planned, organised and implemented by the Company's recognised competent persons.

Our aim, once a potential risk has been identified is to implement control procedures, which seek to reduce that risk to as low as is reasonably practicable.

Our significant findings will be recorded in a manner which can be easily understood by those who may be affected and these findings will be brought to their attention by instruction, information or training.

Our assessment of risk will be subject to periodic review so as to ensure the adequacy and accuracy of the implemented control regime. Records will be kept in the Company van and general office.



It is the policy of the Company to consider and address the risks to members of the public and other visitors when they enter our premises.

In order to do this, we will, on an annual basis, ensure that all procedures for health and safety laid down in this document, all safe systems of working and procedures that the Company has adopted are fully complied with and that a person who is competent regarding health and safety law checks to ensure that foreseeable issues have not been overlooked.

### 3. Safe Systems of Work/Tool Box Talks

Where applicable 'safe systems of work' standard operating procedures and/or 'tool box talks' will be drafted in conjunction with our risk assessments in order to provide further guidance to those who may be affected by that work.

If a "written" safe system of work, method statement and/or tool box talk has not been implemented then the employee must use their experience and judgment when undertaking the work. If they are in doubt, they should refer the matter to their supervisor. Employees should feel free to ask for a specific written safe system of work and/or tool box talk if they have areas of concern.

### 4. Plant and Equipment

All equipment provided for use at work should meet a suitable standard for purposes of health, safety and welfare in terms of both integrity and suitability.

New equipment will be marked CE (Conformit e Europeane) to demonstrate it meets a suitable standard of compliance. All equipment, whether CE marked or not will be the subject of an initial risk assessment. All equipment should be suitably maintained so as to ensure safety to operators and others.

Where applicable a programme for examining and maintaining tools and equipment will be implemented.

Adequate instruction, information and training to enable the safe use of work equipment will be provided.

The use of work equipment which could pose special risks to the safety of persons in the workplace shall be restricted to persons trained in its use.

Employees should carry out visual checks of all tools and equipment before use and report defects. Damaged or defective tools/equipment which may affect the health and/or safety of any person should be withdrawn from service until such time as it is repaired/ serviced or replaced.

Some equipment is required by regulation to be examined by a specialist competent person and certificated as safe to use. Specialist companies will be instructed to make such examinations in accordance with legislation.

## 5. Accident Prevention, Investigation and Reporting

A dedicated accident prevention policy outlines our intentions and identifies the means for the prevention of accidents and for investigating and reporting, should they occur.

### First Aid

First aid boxes, first aiders and an accident book are provided. All injuries, no matter how slight, should be treated and the Company accident report form completed and submitted to the office. All injuries, no matter how slight, are to be entered into the accident report book. This should also include accidents to members of the public, contractors and visitors to our premises.

All accidents will be investigated, initially to determine the basic facts, then and depending upon the severity, a more in depth investigation will be conducted. Reports will be produced and where applicable statutory notifications made in accordance with RIDDOR.

Accidents and instances of ill health and dangerous occurrences which are notifiable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 1999) will be reported to the Office prior to reporting to the enforcing authority.

## 6. Manual Handling

It is Company policy as far as is reasonably practicable, to avoid the need for employees to undertake manual handling operations at work which could involve the risk of injury.

Where this is not reasonably practicable to achieve, a suitable and sufficient assessment will be made and appropriate steps taken to reduce the risk of injury. The assessment will take into account the task, the load, the working environment and the capability of the individual concerned. An assessment will be reviewed if there is any reason to suspect that it is no longer valid.

If lifting operations can be avoided by using mechanical lifting equipment or changes in work practices then this is preferable.

No person is to attempt to manually handle any item that is too heavy for them.

A program of manual handling training will be provided to all persons as identified from the manual handling risk assessments.

IF IN DOUBT, SEEK ASSISTANCE

## 7. Working on or Near Water

This policy details the procedures, responsibilities and arrangements necessary to enable The Company to maintain effective standards when they are working on/near water that may involve significant risk of injury.

Individuals engaged in this type of work are expected to assess the situation and identify appropriate action to be taken in order to minimise any potential risk of injury or danger to themselves, colleagues or the public who may be assisting them.

Operations involving duties at or near water which pose a significant risk to staff engaged on the project will be subject to a documented risk assessment detailing the procedures to be followed.

#### 8. CDM 2015

Construction/Civils work involves special hazards for those engaged in it and also for those who may share sites where works are being carried out. Any work carried out has the potential to cause injury and ill-health to employees and members of the public.

The Company is committed to ensuring that any civils/construction work carried out is done without risks to the health and safety of its employees and others.

#### 9. Electricity

Arrangements are in place to ensure that portable electrical appliances are regularly examined.

The use of electrical extension cable should be kept to the minimum number required and to the minimum length. These should be laid and used in a tidy manner and then coiled and safely stored after use so as to minimise the hazard that cables present from tripping.

Underground and overhead cables will be identified prior to works commencing in liaison with service providers. All relevant control measures will be implemented and documented in line with current health and safety legislation/guidance.

Electrical cables and equipment should not be allowed to come into contact with water or other liquids, dust or corrosive conditions likely to impair insulation qualities or otherwise affect electrical integrity.

More specific safety measures are detailed within the documented risk assessments and associated safe systems of work.

**!!DEFECTIVE ELECTRICAL EQUIPMENT MUST NOT BE USED!!**

#### 10. Workplace safety and Welfare

Consideration will be given to:

- a) Heating
- b) Lighting
- c) Temperature
- d) Washroom facilities
- e) Toilet facilities
- f) Falls or falling objects
- g) Organisation of traffic routes etc

It is the responsibility of all employees to ensure that all working areas, offices, stores and yard areas are kept in the tidiest and therefore, the safest condition possible and that all waste materials are disposed of in the appropriate containers provided.

## 11. Smoke Free Policy

This policy has been developed to protect all employees, members of the public, clients, sub-contractors and visitors from exposure to second hand smoke and to assist compliance with the Health Act 2006.

Exposure to second hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

### Policy

It is the policy of The Company, that all our workplaces are smoke free, and all employees have a right to work in a smoke free environment, the policy shall come into immediate effect. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, contractors, sub-contractors, clients and visitors.

### Implementation

Overall responsibility for policy implementation and review rests with the Company, however, all staff are obliged to adhere to and support the implementation of the policy.

Appropriate 'no smoking' signs will be clearly displayed at the entrances to and within all offices and site based premises, and in all smoke free vehicles.

### Non-compliance

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoke free law may also be liable to a fixed penalty fine and possible criminal prosecution.

### Help to Stop Smoking

The NHS offers a range of free services to help smokers give up. Visit [gosmokefree.co.uk](http://gosmokefree.co.uk) or call the NHS Smoking helpline on 0300 123 1044.

## 12. Fire

The Company has a responsibility to assess the risk of fire and to implement control procedures so as to minimise that risk.

Portable firefighting appliances, emergency lighting and other equipment provided for this purpose will be maintained on an annual basis and where applicable, employees will be trained in their use.

The Company will endeavour to carry out fire evacuation practices at agreed intervals and in accordance with any specific site rules and regulations and a record will be kept in the fire safety log.

Fire evacuation procedures/action plans will be prominently displayed.

The fire risk assessment will identify the roles and responsibilities of the Fire, Health, Safety and Security representatives.

Highly flammable liquids will be stored in accordance with relevant standards and away from sources of ignition and in well ventilated areas.

13. Personal Protective Equipment (PPE)/Respiratory Protective Equipment (RPE)

The Company's policy is to assess the requirements for PPE/RPE where necessary, that suitable provisions are made and that they are used for their intended function and maintained in a serviceable condition. Guidance will be provided to our employees on when and how to wear/use PPE/RPE.

Contractors are to provide their own PPE/RPE which should be of an equal or higher standard to our own.

Each person is responsible for their own health, safety and welfare and this includes the need to wear items of PPE/RPE as instructed. Disciplinary action may be taken against those who repeatedly ignore these instructions.

Reference should be made to any relevant PPE risk assessment and associated documentation.

14. Noise

A person's hearing may be affected by exposure to persistent or loud/impact noise. Noise assessments would need to be carried out under these circumstances and reasonably practicable measures would be taken to reduce the levels to as low as practicable.

Should noise levels at or above the statutory action levels still be detected then the associated notices would be posted indicating the need to wear ear defenders.

15. Display Screen Equipment

It is the Company's policy to conduct risk assessments of Display Screen Equipment (DSE) workstations.

Our aim is to reduce the risk to as low as is reasonably practicable.

Eyesight tests will be arranged for DSE users on request.

16. Waste Control and Environmental Care

Environmental legislation requires the Company to dispose of all wastes in a controlled manner. All waste will initially be properly stored on site and contracts will be established to ensure that all waste is appropriately disposed of by suitably licensed contractors.

Transfer notes, where applicable, will be kept for a minimum of 2 years.

#### 17. Control of Substances Hazardous to Health (COSHH)

The Company will make arrangements for the assessment of hazardous substances which are classified as being potentially hazardous to health where employees could be exposed.

Arrangements will be made to record these assessments. A hierarchy of control will then be implemented in the following manner:

- a) The most harmful substances are substituted (wherever possible) for less harmful types.
- b) Where harmful substances cannot be eliminated then working practices are employed to reduce the level of risk.
- c) Training and information regarding substances is given to users and others and work instructions issued as necessary.
- d) PPE/RPE are provided where the preceding measures are unable to control the hazard.

Monitoring and review of substances and measurement of mechanical controls will be carried out as appropriate.

Disposal of substances should be carried out in accordance with Material Safety Data Sheet instructions.

#### 18. Visitors, Contractors and Temporary Workers

With regard to workplace activities, where applicable, all visitors contractors and temporary workers attending our premises will be expected to comply with our health, safety and welfare policy and associated rules and procedures.

The duty to ensure that these are brought to their attention rests with the person responsible for the visitor, contractor or temporary employee. A system to vet all contractors coming onto our premises will be established to ensure all contractors comply with health and safety legislation.

#### 19. Inspections, Audits and Reviews

The Company will undertake safety audits from time to time. Reports will be written with details of corrective or other measures to be taken.

The purpose of auditing and reviewing health, safety and welfare is to monitor the effectiveness of our policies and procedures and to seek out any weaknesses so that they may be remedied.

#### 20. Reporting of Health and Safety Defects

Should an employee have any concerns over or observe any deficiencies in the health and safety arrangements at their place of work they are to report it to their immediate supervisor.

The supervisor will resolve the matter as soon as reasonably practicable. If the matter cannot be satisfactorily resolved the supervisor will liaise with the Company for clarification.

## 21. Occupational Health

An employment medical questionnaire is provided for completion by all employees.

The content of the questionnaire should be appraised to confirm suitability for employment, under controlled conditions taking into account the person's impairment or disability/disabilities.

Persons known to be suffering from or to have suffered, including recently diagnosed: medical conditions, surgery, injury, persons on medication and/or suffering from tiredness or fatigue especially where operating machinery, driving vehicles and/or working at height may be especially vulnerable or present an increased risk to others through lack of alertness, concentration, focus, error or omission, fainting, collapse, black-out, etc. or there is scope to increase the likelihood of a repeat injury/illness.

We can then modify or change their roles or, in the knowledge of their circumstances:

- a) Carry out a detailed risk assessment in relation to the job.
- b) Monitor their condition.
- c) Ensure they are more closely supervised in their work or not allowed to work alone where necessary.
- d) Structure their working day to give more breaks/more time off as necessary (adjusting salary accordingly).
- e) Select jobs for them which are suitable avoiding jobs which are not suitable.
- f) Seek advice and guidance from employees' GPs or specialists.
- g) Consult with employees periodically to discuss how work is progressing in the context of any such issues and whether any conditions are improving or deteriorating, whether any further adjustment is necessary.

## 22. Work Away

All employees should comply with the Company's instructions with regard to the wearing of PPE/RPE, use of equipment, driving of vehicles, site rules and regulations, safe working practices etc.

Employees should respect the property of the customer and any other contractor on site, keeping the customer safe at all times and are reminded that whilst working they respect the interest of the Company.

## 23. Mobile Phones

Employees are not permitted to use hand held mobile phones while driving and/or operating plant and equipment on site or driving vehicles on the public highway etc.

**All site rules controlling the use of mobile phones must be observed.**

## 24. Hand Arm Vibration

A person's health may be adversely affected by exposure to persistent or high levels of vibration resulting from the use of tools and equipment. Vibration assessments would need

to be carried out under these circumstances and all reasonably practicable measures would be taken to reduce the levels to as low as practicable.

#### 25. Whole Body Vibration

Vibration transmitted through the vehicle seat or feet is known as whole body vibration or WBV. Drivers of some mobile plant, including certain tractors, fork lift trucks and quarrying or earth moving may be exposed to WBV and shocks, which are associated with back pain. All reasonably practicable measures would be taken to reduce the levels of exposure to as low as practicable in relation to vehicles used.

#### 26. Vehicles

Only suitably licensed/authorised persons are allowed to drive vehicles and licenses are checked at agreed intervals by a nominated person. Employees are reminded that they need to declare any prosecutions or those pending that may affect eligibility to drive Company vehicles.

All vehicles provided for use at work must meet a suitable standard for purposes of health, safety and welfare in terms of both integrity and suitability.

Drivers are asked to complete safety checks and report defects. Vehicles are serviced and maintained according to the manufacturers' recommendations.

Drivers under or who appear to be under the influence of alcohol or drugs are not allowed to drive company vehicles.

Employees are instructed to report to their supervisor immediately any illness or injury that could affect their driving capability and will be prevented from driving the vehicle until further investigations have been undertaken and they have been given the all clear by their supervisor to drive again.

All persons using company vehicles must adhere to the Company Vehicle Policy.

#### 27. Alcohol/Drugs

The Company prohibits the intake of alcohol and drugs during company time and expects its employees to be fit for work during the working day.

The Company may approach employees who appear to be displaying the above symptoms for a confidential consultation.

#### 28. Consultation and Communication

Consultation of health, safety and environmental matters are facilitated by verbal and written instruction and notices.

Statutory notices and safety signage will be reviewed to maintain compliance with legislation and promote a positive health and safety culture.



## 29. Excavations

The Company will take all reasonable steps to secure the health and safety of all its employees and also third parties (contractors, visitors, public etc.) from the risks associated with excavations. As such only competent persons will be engaged in such activities and all excavation work will be subject to a safety method statement and a safe system of work so as to ensure that any risks are reduced to a minimum. The Company is responsible for the successful implementation of this policy.

## 30. Road Maintenance and Repair

The Company is committed to providing a safe working environment for all its employees and others who may be at risk by work related road repair activities.

Competent trained supervisors and operatives who are familiar with the tasks to be carried out will be used.

Suitable method statements and risk assessments will be carried out prior to the start of any works: such documentation will be communicated to all operatives.

## 31. Work at Height

Accidents resulting from falls from height are usually serious. It is essential that all equipment used is:

- a) The right equipment for the job.
- b) Erected and installed properly.
- c) Checked before use.
- d) Maintained in good condition.
- e) Not abused by anyone.
- f) Never altered or added to without advice.

Operatives working at height will be suitably trained and competent in the use of the access equipment. This includes training in rescue procedures. If you are not satisfied with the equipment provided you must report the fact to your supervisor immediately.

Should anyone fail to understand any of their imposed duties as described within this health, safety and welfare policy, then they should seek clarification/guidance from their respective supervisor.

**IF IN DOUBT ASK!**