



ANDIUM
HOMES

A29 - Health & Safety Policy

Authorised Reviewer: Health & Safety Manager

1. Purpose of the policy

The aim of this policy is to set out the commitment of the Chief Executive and the Management Team to achieving high standards of Occupational Health and Safety Management (OHSMS) across all Company activities to mitigate risks.

2. Introduction

The Company operates in a medium risk environment due to the combination of office and site based colleagues, often working alone when conducting estate inspections or visiting clients. The Company believes that through good health and safety management, these operational risks can be mitigated.

3. The Policy

The Chief Executive recognises that the management of occupational health and safety is integral to Company's business performance and a legal requirement under the Health and Safety at Work (Jersey) Law 1989. The Chief Executive is committed (so far as is reasonably practicable) to continuously improving the health, safety and welfare of the Company's colleagues, clients, contractors and others who may be affected by its work activities.

The Chief Executive through the Company is committed to:

- ◆ Preventing, so far as is reasonably practicable, accidents, incidents and ill health to the Company's stakeholders. In the unlikely event of an accident, incident or ill health occurring, the Company will investigate to ensure that corrective actions can be taken to prevent reoccurrence and disseminate the findings to all colleagues
- ◆ Systematically measuring and reviewing the performance of the OHSMS with a view to enhancing and improving the benefits delivered.
- ◆ Complying with the laws and regulations of Jersey and adopting the principles of OHSAS18001 Safety Management System Standard.
- ◆ Promoting colleague involvement in improving health and safety through the use of climate survey tools, workshops, bulletins and colleague inspections.
- ◆ Consulting with colleagues, via the Health and Safety Matters group, on all matters relating to health, safety and welfare,
- ◆ Ensuring colleagues are suitably trained and competent to carry out their duties under the health and safety policy.
- ◆ Ensuring contractors are suitably qualified, experienced and competent to undertake the works and are managed to ensure high standards of health and safety are achieved.

This policy will be communicated to all colleagues during the Company Induction Programme to ensure that they understand their individual role and the obligations placed upon them.

4. Implementing the policy

The Company has appointed the Operations Director as the Director Responsible for Occupational Health and Safety, to ensure that a member of Management Team has accountability for OHS management on a day to day basis. The Director Responsible for OHS will be supported in the documentation, implementation and maintenance of the OHSMS by the Health and Safety Manager.

Approved Date: 1st July 2014

Reviewed Date: 22nd February 2016