

Health & Safety Policy Statement

The health and safety of our people is our most important value. We are determined to operate our businesses so as to ensure that all our employees, sub-contractors, visitors and the communities in which we operate are kept free of injury and illness.

Joseph Ash Galvanizing is committed to providing a safe industry- leading place to work through our employees understanding and actively performing their duties and responsibilities to maintain the highest level of safety at all times.

This will be achieved by: -

- Committing that we will continuously train and develop our managers, supervisors and employees. This will ensure that they are able to perform to a high and consistent level.
- Positively reinforcing good safe working practices and behaviour
- Ensuring that all employees regardless of their role or position will be involved at every opportunity to improve H&S standards. This will be achieved by ensuring that clear, transparent, two way-communication and consultation between all parties takes place via:
 - Near Miss/Dangerous Occurrence/H&S Awareness reporting by employees
 - Toolbox Talks/Safety discussions
 - Safety Alerts
 - Health & Safety Meetings
 - Health & Safety Notice Boards
 - Employee engagement and focus groups
- All employees leading by example by being visibly active and consistently challenging unsafe behaviour.
- Challenging our performance and standards at every opportunity to avoid complacency and to continually improve.
- Maintaining safe plant and equipment to the highest standards practicable.
- Exchanging information with sister and other industry specific Companies to prevent repetition of accidents and share best practice.

A handwritten signature in blue ink, appearing to read "S J Hopkins", is written over a horizontal line.

Steven J Hopkins
Managing Director

21st December 2017



Health & Safety Policy

Joseph Ash Galvanizing recognizes and accepts its duties as an employer to ensure, in so far as is reasonably practicable, the health, safety and welfare at work of all its employees. The organisation is committed to the prevention of injury or ill-health and to the continual improvement of occupational health and safety management performance.

Joseph Ash Galvanizing will ensure that all reasonably practicable efforts are made to safeguard its visitors, contractors and members of the public who may be affected by its activities.

Joseph Ash Galvanizing is committed to providing a safe industry-leading place to work and will take appropriate steps within its authority for:

- Provision and maintenance of plant and equipment that is safe and without risks to health.
- Ensuring safety and absence of risks to health in relation to the use, handling, storage and transportation of articles and substances.
- Provision of sufficient information, instruction, training and supervision as is necessary, to ensure the health and safety of its employees at work.
- Maintenance of a safe place of work and provision and maintenance of a safe means of access to it and egress from it.
- Provision and maintenance of adequate welfare facilities.
- Prevention of any incident that may result in injury, ill health or damage to property.
- Provision of an Occupational service to monitor work-related aspects of employees' health.
- Arrangements to control road driving risks and workplace transport safety via robust H&S policies and procedures and that specific health and safety advice is given to drivers.

Joseph Ash Galvanizing will use this policy as a framework for setting and reviewing objectives and, in order to realise these objectives, the company shall make available adequate resources to promote and maintain industry-leading best practice in Health and Safety Management.

Management Responsibility

The company expects all Managers and Supervisors to consider Health and Safety as part of their normal duties and responsibilities, in order to prevent injury and ill health. The different levels of management will be accountable to their immediate manager and ultimately, to the Managing Director for maintaining Joseph Ash Galvanizing Health and Safety standards at their workplace. Their performance with regard to Health and Safety will be monitored and will be taken into account as part

of their overall performance. Details of their duties and responsibilities are contained in the Health and Safety Management System.

The Managing Director is responsible for ensuring that a health and safety plan is developed for Joseph Ash Galvanizing annually. This is communicated and actioned via the allocation of key performance indicators and strategy objectives, which are cascaded down through the business via our communication procedures.

The development of the health and safety plan and the setting of targets will be coordinated by the Director of Business Improvement and the H&S Specialist in conjunction and consultation with Directors and the Divisional Managers. In addition the Director of Business Improvement Manager is responsible for monitoring the plan to ensure that dates and milestones are met.

The Directors must agree the Health and Safety plan before being implemented. Once agreed it is the responsibility of individual Departmental Managers to ensure that targets are met within their areas of responsibility.

Employee's Responsibility

All employees have primary health and safety responsibility for themselves and their fellow colleagues who can be affected by their decisions/actions.

Joseph Ash Galvanizing requires all its employees to co-operate and be involved with the management of the company in order to demonstrate their commitment to this policy. Employees are reminded not to take risks which could affect their own, or another person's Health or Safety. Any breaches of the Company Health and Safety Policy/Rules will be investigated and disciplinary action will be taken where appropriate. In the event of serious accidents it is foreseeable that an employee could face action by the HSE, including prosecution. Employees are encouraged and given the opportunity to regularly communicate with the management team on health & safety matters. All employees will receive a written copy of their duties and responsibilities as contained in the Health and Safety Management System. Employees are encouraged to take an active role in identifying hazards and by looking after the safety of their colleagues.

Health & Safety Assistance

The prime function of the Health and Safety Management system is to assist Joseph Ash Galvanizing in meeting its Health and Safety Objectives. The company Business Improvement Director is ultimately responsible to the Managing Director for the provision of a professional and comprehensive Health and Safety service to the organization, including the development, implementation, monitoring and review of Health and Safety Policies.

Risk Assessments

As part of our overall Health and Safety arrangements, suitable and sufficient assessment of the risks to Health and Safety will be undertaken for all significant tasks performed by this organization.

The purpose of such assessments is to identify the appropriate preventative and protective measures necessary, to comply with any relevant statutory, provision and to ensure the Health and Safety of our employees and other persons affected by our activities.

Consultation

No Health and Safety Policy is likely to be successful unless it actively involves all our employees. Health & Safety meetings will be held at each division and their role will be outlined in the Health and Safety Management system. In accordance with legal requirements, Safety Representatives shall be appointed at each main location and participate in the work of monitoring and improving safety in the workplace.

Training

Joseph Ash Galvanizing recognises the need for Health and Safety Training to ensure that our employees can perform their work without risks to themselves or others. Such training will be provided at induction and periodically during the course of employment.

Employees will also require ongoing monitoring to be conducted at suitable intervals. This is done to ensure that all employees are working towards a good level of competence within the work area.

Reporting and Investigation of Accidents

The local management teams and Divisional Safety Officers are responsible for investigating and reporting the circumstances surrounding and causes of all incidents concerning personal injury, road traffic accidents, property damage, near misses or non-conformance to safe systems of work. Where necessary, they will be assisted by the company Health & Safety Specialist, who will conduct an independent accident investigation on all accidents reportable under RIDDOR (Reportable injuries, diseases and dangerous occurrences regulations 1995). All accident investigations must be conducted in accordance with the company's accident procedure.

Occupational Health and Welfare

We are committed to protecting the health and welfare of our employees over and above our general duty. Health Surveillance will be provided to ensure that we protect the health and welfare of our employees whilst remaining compliant to

applicable legislation. Early intervention and rehabilitation programmes will be provided to assist/support employees returning back to work after injury or illness.

All employees are required to participate in the random substance misuse testing programme. A counselling/rehabilitation programme is available for employees who come forward and request help and support.

Policy Publication

Copies of this policy shall be made available to all employees and displayed at all main locations. It shall be brought to the attention of all contractors, customers and visitors who visit the site and be made available to any other interested party.

Review of Policy

Joseph Ash Galvanizing's Health & Safety Management Policy and Health & Safety performance will be continually reviewed and improved in light of any legislative changes and/or needs of the organization. Where necessary, new Health and Safety plans will be set and circulated to all main locations. All relevant Health and Safety stakeholders will be advised of any changes.