

The management of Watts & Hughes Construction is committed to providing and maintaining a safe and healthy working environment for its employees, contractors, visitors and all persons using the premises as a place of work.

To ensure a safe and healthy work environment, management will develop and maintain a Health and Safety Management System.

Specifically, management will:

- Set health and safety objectives and performance criteria for all managers and work areas
- Annually review health and safety objectives and managers' performance
- Actively encourage the accurate and timely reporting and recording of all incidents and injuries
- Investigate all reported incidents and injuries to ensure all contributing factors are identified and, where appropriate, plans are formulated to take corrective and preventative actions
- Actively encourage the early reporting of any pain or discomfort
- Provide a treatment and rehabilitation plan that ensures a safe, early and durable return to work
- Identify all existing and new hazards and take all practicable steps to eliminate or minimise the exposure to any hazards deemed significant
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained to enable them to perform their duties in a safe manner
- Encourage employee consultation and participation in all matters relating to health and safety
- Promote a system of continuous improvement, including the annual review of policies and procedures
- Meet our obligations under the Health and Safety at Work Act 2015, Regulations and Best Practice Guidelines

Every employee of the company is expected to share in the commitment to health and safety.

- Every manager, supervisor or foreperson has a responsibility for the health and safety of those employees working under their direction.
- Each employee is expected to play a vital and responsible role in maintaining a safe and healthy workplace through:
 - Observing and understanding all safe work procedures, rules and instructions
 - The early reporting of any pain or discomfort and any 'unsafe' act, activities or areas on a site
 - Taking an active role in the company's treatment and rehabilitation plan, to ensure an "early and durable return to work"
 - Ensuring that all incidents, injuries and hazards are reported to the appropriate person.

The Health and Safety Committee

The Health and Safety Committee includes Officers, senior management representatives and other nominated employee representatives. The Committee is responsible for the implementation, monitoring, review, consultation and planning of health and safety policies, systems and practices.

Working together for a safer working environment



Signed by R. Murphy
Construction Director



Signed by M. Gutry
Construction Director

Date: 23 January 2023