1.0 Health and Safety Policy

Summary

Cairn Cross is working to continually improve its systems, process and procedures to mitigate all known Health and Safety risk; coupled with strong and effective leadership and an engaged workforce we will eliminate accidents, promote and protect health, and drive a proactive behavioural safety culture.

Principles

Maintain a relevant Health and Safety Management System that is assessed and certified to the requirements of ISO 45001. The Management System inspection sheets and checklists act as stage checks to verify and record compliance with our objectives and the customer specifications. Documentation will be retained as required to evidence compliance and record verification.

Comply with all relevant statutory Health & Safety related legislation, approved codes of practice and applicable client specific requirements/standards.

Implement thorough hazard identification and risk assessment procedures to ensure all known controls are in place to prevent the possibility of injury or ill health. Comprehensive Occupational Health provision is available to all employees if required.

Encourage employees and contractors to challenge any form of safety breach. Recognition will be awarded to those who behave positively, and disciplinary actions will be applied to any infringement. No punitive action will be taken against any worker who raises a health and safety concern.

Encourage employees and contractors to actively participate in communication and consultation throughout the business.

Implement mechanisms to effectively capture lessons learned, best practice, and innovation, which drive continuous improvement in our Health and Safety strategy. All risks will be identified to ensure control procedures are updated to prevent any further reoccurrence.

Cairn Cross Group is committed to implementing appropriate behavioural based safety initiatives throughout the group of companies and to ensure the use of a safety culture measurement tool in order to identify lessons learnt and associated objectives and targets in order to promote continuous improvement.

Develop a structured data set that provides trend analysis at all levels of the business. The Key Performance Indicators will be used to support further identification of risk and they will be used to communicate progress to all employees.

Objectives

Sustained Zero Harm

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Document Owner	Document Controller
Approved By	Compliance Manager

Responsibilities

Corporate Governance - Responsibility for the effective management of Health and Safety risk rests with the Cairn Cross Board of Directors. The appointed Health and Safety Manager will act on behalf of this group and monitor the execution of the policy.

Business functions - Each business function shall implement the Cairn Cross Health and Safety policy and develop any specific function requirements.

Line management – Health and Safety is a line management responsibility. Each manager will make regular assessments of Health and Safety within their area of responsibility and ensure that the processes, procedures and controls are sufficient to control the

Employees - All employees have a Health and Safety responsibility. They must fully co-operate with their managers and colleagues to promote Cairn Cross Health and Safety behaviours.

Communication

Cairn Cross Group will ensure that all personnel have sufficient facilities, information, instruction, training and supervision as is necessary to fulfil their roles and responsibilities for Health and Safety.

This Company Policy will be displayed at all sites and work places and will be made available to the public on the Company web site. This Policy and associated procedures in the Management System will be formally reviewed annually and changes may be implemented by legislative changes or work activities and external requirements.

Signed

.... Date 5th May 2022

Phil Williamson
Managing Director

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