



HSP001

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Issue: 08

Written: Ian Griffin

Approved: Paul Bentley

Date: 06-02-2020

Wallwork Heat Treatment Ltd

Health and Safety and Code of Conduct Policy Statement



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POLICY STATEMENT

Wallwork Heat Treatment Ltd (WHT) is committed to ensuring the health, safety and welfare of all its employees and expects the employee to be equally responsible for health and safety.

- this includes the provision of a well maintained working environment which through risk registers limits as much as possible the effect on the internal and external impacts of the business to the environment. Providing the employee with a safe place to work.

- ensuring that the employees human rights are maintained and that no forced or child labour is carried out, always complying with the current laws of the land. Although we are not large enough by turnover to be legally bound to the 2015 modern slavery act do recognise as a company that this is a very important piece of legislation which is trying to protect the vulnerable in society. We undertake as set out in the 2015 modern slavery act that there won't be any slavery, servitude and forced or compulsory labour and human trafficking within our organisation. All staff are made aware of our position as it is communicated to them through this policy.

If a specific case of modern slavery is identified here in the UK, it should be reported to the police immediately on 101. If potential victims are in immediate danger the standard 999 emergency number should be used.

Further information on the 2015 act can be found:

<https://www.gov.uk/government/collections/modern-slavery-bill>
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/471996/Transparency_in_Supply_Chains_etc_A_practical_guide_final_.pdf
<https://www.gov.uk/guidance/conflict-minerals>

- The organisation also fully accepts that it has a responsibility for other people who may be affected by its activities and will take steps to ensure that statutory duties are met at all times.

- Each employee will be given the information, instruction and training necessary for him or her to work in a safe manner. Employees will be treated fairly without discrimination and compensated for their hours worked at least equal to the national minimum wage accruing holiday at minimum in line with the laws of the land.

It is the duty of all managers to ensure that all processes and work procedures are designed to take account of health and safety and are properly supervised at all times. The directors of the company are ultimately responsible.

Adequate arrangements will be made to enable employees to raise health and safety issues.

Competent people will be appointed to assist WHT in meeting statutory duties and include, where appropriate, specialists from outside the organisation.



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To comply with its statutory and common law duties, the organisation has insurance against liability for death, injury, and/or disease suffered by any of its employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of the organisation.

All employees are required, as part of their terms and conditions of employment, to co-operate with the organisation so that all statutory duties are complied with. The successful implementation of this policy requires total commitment from the boardroom to the shop-floor. Each person has a legal duty to take reasonable care for his or her own health and safety and the health and safety of others who may be affected by his or her acts or omissions.

Full details of the organisation and arrangements for health and safety are set out in separate documents. This policy statement, together with the associated organisational arrangements and procedures, will be monitored and subject to regular review to ensure that the objectives are achieved. It will be reviewed and, if necessary, revised to take account of changes in the organisation, business activities or legislation [EU Directives, Regulations and British Standards].

Signed:

Ian Griffin (Director)

Dated: 06/02/2020