

Health and Safety Policy Statement

Linaker Limited takes health and safety issues very seriously and is committed to protecting the Linaker Family and all those affected by our business activities, this includes external parties that undertake work activities on our behalf, by ensuring that we have safe systems and procedures in place and give everyone empowerment to challenge if they do not feel safe. As a company we are also committed to supporting the health and the mental and physical wellbeing of all.

To achieve a healthy and safe workplace is a collective task shared between us all including directors and managers, consultants and contractors, temporary workers, homeworkers, and volunteers. This policy and the rules contained within it apply to all the Linaker Family, irrespective of seniority, tenure and working hours.

As an Employer we are responsible for:

- Taking reasonable steps to safeguard the health and safety of our Linaker Family and anyone affected by our business activities, including our clients and visitors to our offices.
- Providing a safe and healthy place of work and safe access and egress arrangements, including in an emergency.
- Providing and maintaining safe working areas, equipment and systems, and providing our engineers with the correct Personal Protective Equipment.
- Eliminating hazards and reducing Occupational Health and Safety risks.
- Ensuring the continual improvement of our integrated Management System, which aligns with 45001:2018, by establishing a framework for setting the OH&S objectives.
- Ensuring the identification and fulfilment of all relevant legal & other requirements.
- Ensuring the effective consultation and participation of workers and that all health and safety representatives receive appropriate training to carry out their functions effectively.
- Providing a health and safety induction and appropriate safety training.
- Providing instructions, arrangements and advice as to the organisation of business operations and steps to minimise infection, if an epidemic or pandemic alert is issued.
- Supporting mental health by training colleagues to be Mental Health First Aiders, to provide support and provide advice on where further support can be obtained.

Employees Responsibilities are:

- To take care of their own health and safety and that of others who may be affected by their acts or omissions and keep health and safety issues in the front of their minds and take personal responsibility for the implications of their actions.
- Cooperate with any health and safety instructions and rules, including instructions on the safe use of equipment.
- Report any health and safety concerns to the health and safety manager promptly, by following the “business incident and near miss” reporting procedure.
- Cooperate during incident investigations which has either led to an injury or had the potential to.

Any breach of health and safety law or failure to comply with this policy will be taken very seriously and is likely to result in disciplinary action against the offender, in accordance with our Employer’s Disciplinary Policy.



Claire Curran

Managing Director