

## Health, Safety and Welfare Policy Statement

The Directors of Lowe & Simpson Ltd recognise the importance of good health and safety performance and the provision of welfare for its employees and visitors etc and fully support this policy by making available sufficient resources to all members of staff to thereby encourage its implementation through their positive involvement. It is company policy to provide and maintain as far as is reasonably practicable a safe and healthy working environment with adequate welfare facilities, including in matters of mental health. The company will also ensure its activities do not cause foreseeable risk to the health, safety and welfare of any person outside the company's employment.

The Directors will ensure the implementation of the health and safety measures contained in this policy and its associated documentation and accept responsibility for the health and safety of all persons within their area of control by arranging for the provision of adequate information, management systems, facilities, equipment and training. The Directors will also ensure their responsibilities are delegated when they are absent.

Effective implementation of the policy and procedures relies upon the wholehearted commitment of everyone in the company and the acceptance of and engagement with this is demanded and expected. The Company offers an open door policy for all health, safety and welfare concerns and undertakes to consult with employees who in turn:

1. Are obliged to co-operate with senior management in the implementation of this policy and its associated procedures to enable the company to comply with its legal duties.
2. Must take reasonable care for the health, safety and welfare of themselves and others who may be affected by their acts or omissions including visitors, members of the public and others outside immediate Company influence.
3. Must not misuse or interfere with or withhold information regarding any equipment including that supplied in the interests of health, safety and welfare.

If any employee disregards their obligations to health and safety, this will be considered a gross misconduct and therefore severe disciplinary action will be an option.

Employees will be consulted and expected to contribute to matters of health, safety and welfare for which reasonable resources will be made available to ensure safe working practices are implemented.

A copy of this general agreement will be given to all employees and appropriate training arranged to ensure they are aware of their responsibilities and competent to carry out the tasks expected of them.

The Health and Safety Policy will be revised when necessary, particularly when significant changes occur. This policy will be reviewed annually and any significant changes brought to the attention of the relevant personnel.

**Signed:** John Haddon  
**Position:** Managing Director  
**Date:** 1st December 2020  
**Signature:** John Haddon