

WORK HEALTH AND SAFETY POLICY

CAVALLINI CONSTRUCTION LIMITED

1.1.1 Work Health and Safety policy

1.1.2 Introduction

This Statement sets out the policy of CAVALLINI CONSTRUCTION LIMITED in respect of any employee, self-employed person and contractor under our control, whose health and safety may be affected by our work activities. Its intention is to assist in protecting all our personnel whilst at work and to assist the Company in fulfilling its legal and moral obligations.

In addition to the groups of persons mentioned above, this Policy is also intended to assist in ensuring that all Clients and other persons who may come into contact with this Company or its premises or its activities (whether or not work-related) are not adversely affected with regard to their health and safety.

Provided that persons referred to adhere to the provisions and precautions contained within this policy, they will normally be able to work safely and without undue risk to their health. They will also be considered to have demonstrated compliance with their conditions of employment or contract insofar as they refer to health and safety at work.

All persons referred to above are to be made aware of the contents of this Policy and become familiar with the conditions and precautions laid down. A copy of the Policy will be available at each place of work or at head office. Personal copies of the Policy may be obtained on request from Head Office.

1.1.3 Definitions

In this Policy, the expression 'at work' means whenever and wherever work takes place and may include travel for work (for instance travel between premises, sites, to and from meetings etc.).

The term 'legal obligations' refers to the statutory duties laid down principally in The Health & Safety at Work etc. Act 1974, but also in supporting legislation brought under the Act from time to time.

1.1.4 Policy

The Company will take all reasonable measures to ensure that those persons referred to above are made aware of the contents of this Policy, the possible effects upon their personal health & safety and the possible consequences in the event of any breach of this Policy.

The Company recognizes its obligations under Section 2(1) of The Health and Safety at Work etc. Act 1974 and the various duties and obligations under The Management of Health and Safety at Work Regulations 1999 and associated legislation, and shall take all reasonable measures to prevent, so far as is reasonably practicable, any breach of duty placed upon the Company by legislation and/or this Policy

All employees of the Company will at all times exercise diligence in ensuring that this policy is adhered to. Responsibilities of individuals are determined by their grade of employment as detailed elsewhere in this Policy.

The Company will undertake, so far as is reasonably practicable, the following: -

- 1 a). Arrangements for ensuring safety and absence of risks to health in connection with the supply, use, handling, storage and transporting of articles and substances.
- 2 b). The provision and maintenance of plants and systems of work that are safe and without risks to health.
- 3 c). The maintenance of premises and places of work which are safe and without risks to health, and safe access to and egress from such places.
- 4 d). The provision and maintenance of a working environment for employees without risks to health and adequate as regards facilities and arrangements for their welfare at work.
- 5 e). The provision of such information, instruction, training and supervision as is necessary to ensure the health and safety at work of employees.
- 6 f). Adequate arrangements to ensure that employees or their representatives are given every facility for consulting with management in promoting and developing measures to ensure the health and safety at work of all employees.
- 7 g). Systems and procedures which will ensure that all operations and activities are executed at all times in such a manner that persons not in our employment who may be affected by such operations are not exposed to risks to their health and safety.

1.1.5 Supporting Documentation

Additional information has been prepared in order to assist in adhering to this Policy. Reference should therefore be made to the following groups of documents: -

1. a). Documents Directly Associated With This Policy
These comprises the allocation of health and safety responsibilities within the Company and the general arrangements for implementing the policy.

2. b). Safe Systems of Work
These comprises the rules and conditions for carrying out specified activities.
3. c). Health and Safety Information
Information about matters such as noise at work, manual handling techniques, risk assessment, first aid procedures etc.
4. d). Other Policies
In addition to this general policy on health and safety, the Company has prepared the following policies relating to specific health and safety related topics:

1. i). Violence at Work
2. ii). Equal Opportunities
3. iii). Alcohol & Drugs
4. iv). Lone Working
5. v). Accident and Incident Reporting, Recording and Investigation
6. vi). Control of Substances Hazardous to Health
7. vii). Environmental Management

5. e) Forms and Miscellaneous Items.

Standard forms are used for various aspects of health and safety management.

These include such items as risk assessments (both generic and specific), display screen equipment checklists, safety audit checklists, employee handbooks etc.

1.1.6 Policy Review

1. This Policy and its associated documentation will be reviewed after changes in legislation, changes in the structure of the Company, in the light of additional knowledge or information becoming available, and in any event annually.
2. When, due to the conditions described in 6.1 above, any part of the company policy and procedures manual requires alteration or modification, it shall be deemed to be sufficient and in compliance with this policy if such alterations or modifications are made to the master printed copy held at head office, and those changes are notified by a convenient and effective method, to all employees in possession of printed or electronic copies of the manual.

1.1.7 Responsibility for Policy Implication

1. The overall responsibility for the implementation of this policy is vested in the Board of Directors of CAVALLINI CONSTRUCTION Limited They will be assisted as necessary by hired Consultants where necessary, who will provide support and advice on strategy and day to day health and safety related matters.
2. Responsibilities for different management grades and individuals are detailed in accompanying documentation.

1.1.8 Obligations

Management is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations.

We are committed to ensuring we comply with Work Health and Safety Regulations and applicable Codes of Practice Standards as far as possible.

1.1.9 Goals

This policy:

- Shows the commitment of CAVALLINI CONSTRUCTION LIMITED's management and workers to health and safety
- Aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, including anyone else who may be affected by our business operations
- Aims to ensure all work activities are done safely.

1.1.10 Responsibilities

The Management (the supervisor and / or manager) is responsible for providing and maintaining:

- A safe working environment
- Safe systems of work
- Plant and substances in safe condition
- Facilities for the welfare of all workers
- Any information, instruction, training and supervision needed to make sure that all workers are safe from injury and risks to their health

The Employees (Workers) are responsible for:

- Ensuring their own personal health and safety, and that of others in the workplace
- Complying with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety

We expect visitors and contractors to:

- Ensure their own personal health and safety, and that of others in the workplace
- Comply with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety.

1.1.11 Application of this policy

We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

Policy authorised by:

Date:

Date:

Signed Manager:

Signed Worker:

Date to be reviewed: