

Group Policy Health & Safety Statement



The Welding Alloys Executive Team accept their responsibilities to provide a working environment that is safe and without risk to health, and view it as an integral part of all business activity. The company will provide working conditions which as a minimum will comply with the relevant local statutory requirements and officially approved codes of practice that are designed to ensure good standards of health and safety.

To meet our commitment to protecting our colleagues, visitors and customers we will:

- Identify hazards from our working practices and conduct focused risk assessments.
- Devise proportionate measures to control identified risks.
- Provide information, instruction, supervision, training and resources to colleagues to enable them to understand the risks from their work and appropriate means to protect themselves and others.
- Provide a source of competent health and safety advice for all colleagues.
- Maintain buildings, work equipment, fixtures and fittings to control risk from disrepair.
- Integrate sound health and safety management principles into business decisions.

To meet our commitment to continual improvement in health and safety we will:

- Monitor progress on health and safety standards, performance indicators and objectives.
- Investigate accidents to identify how to reduce the chance of reoccurrence.
- Actively review significant risk areas to identify suitable opportunities for improvement.
- Encourage and evaluate feedback from all parties on our safety management.
- Continue to promote mental wellbeing and ensure welfare arrangements are in place to support all colleagues.

To live our philosophy of “Safety First Always” for health & safety we:

- Confirm that health and safety will remain a number one priority throughout the business and matters will be regularly discussed at Executive Team meetings and appropriate actions taken where required.
- Confirm that all levels of line management are responsible for day-to-day management of health and safety.
- Confirm that every colleague whilst at work is responsible to take reasonable care and co-operate with the company in applying its safety procedures.

We detail the organisational arrangements for delivering this policy in the following ways:

- Induction and refresher safety training at adequate intervals.
- A simple and easily accessible method of reporting deviations.
- Encouraging employees at all levels to report deviations via the reporting app.
- Taking necessary steps following the evaluation of deviation trends.
- Reward and recognizing positive behaviours or cultures.
- A dedicated health & safety page on SparkNet which contains a wealth of information.
- Group Health & Safety Handbook – available on SparkNet.
- Risk Assessments, and safe working procedures and other H&S documentation.
- Health and Safety updates.
- Health & Safety Awareness programmes – including annual H&S Awareness Week and the Take 5 campaign.

This policy can only be successful with the active co-operation of all employees. The Executive Team therefore believe that it is the responsibility of all employees to perform their assigned duties safely by following established safe working procedures, using proper safety equipment and by reporting or correcting unsafe acts or conditions.

A handwritten signature in black ink, appearing to read 'J. Smith', is positioned below the main text of the statement.

1st April 2025