

HEALTH, SAFETY & WELFARE POLICY STATEMENT



James Frew Ltd is committed to maintaining a safe, healthy and sustainable working environment – for our people, our customers, our partners and contractors, those we are employed to serve and the public.

The Managing Director is accountable for ensuring the organisation and arrangements are in place for the delivery of the requirements within the James Frew Ltd H&S Policy, H&S Management System and Standards.

The Directors of James Frew Ltd are accountable for developing and communicating the James Frew Ltd H&S Policy, H&S Management System and Standards.

James Frew Ltd actively encourages worker participation in the development of the H&S Management System to ensure the successful implementation of this Policy. These arrangements will be communicated to stakeholders through the various means stated within the H&S Management System Manual.

The primary objectives of the H&S Policy are to:

- Implement the requirements of the H&S Policy and Framework;
- Ensure the allocation of sufficient, competent resources to effectively implement this Policy and its associated H&S Management System;
- Comply with and, where practicable, exceed all relevant H&S legislation and stakeholder requirements;
- Drive the continual improvement of safety and health performance, through the setting of suitable and relevant objectives, goal setting targets, and performance reviews;
- Raising awareness, encouraging participation and training employees in health and safety matters;
- Effectively manage hazard identification; the measurement and control of risk to people, assets and the environment; the prevention of injuries, ill-health and disease; the promotion of stakeholder well-being; and the continual improvement of the H&S Management Systems;

The objectives of this policy shall be achieved through visible, consistent and effective management, leadership and commitment. We will consult with all stakeholders on relevant H&S issues and endeavour to develop effective partnerships to meet our common goals.

Roddy Frew

**Managing Director
November 2022**