

# Health and Safety Policy

## Statement of Intent

At Disperse, we believe that the health and safety of our workforce is of the utmost importance, and we are committed to creating and maintaining a safe and healthy working environment to ensure that our workforce are not put at risk of harm while carrying out their work.

Our policy is to ensure our workforce are never in a situation where they lack the equipment, training, or supervision to complete their work unharmed. We aim to achieve this by:

- Identifying the principal hazards to our workforce and others affected by their work and control the associated risks adequately.
- Providing the resources necessary to ensure that a high standard of health and safety of our workforce is achieved.
- Providing our workforce with high quality information and clear instructions, and adequate training and supervision to enable them to work safely and to ensure they are competent and confident in the work they carry out.
- Consulting with our workforce on the safety and health issues of their work and encouraging them to identify and report hazards.

## Scope

This policy applies to all employees of Disperse, its contractors and agency staff.

## Roles and Responsibilities

Whilst the Board of Directors is responsible for establishing the overall Health and Safety Policy and reviewing the performance of the company, the Board has also appointed a Health and Safety Officer who has day-to-day responsibility ensuring this policy is put into practice.

It is also the responsibility of every member of our workforce to ensure that they:

- Take reasonable care of their own health and safety and that of other individuals who may be affected by their work.
- Comply with all health and safety requirements and instructions fully.
- Stop work and report their concerns to their supervisor if they believe their work may be unsafe.
- Report any unsafe acts or conditions they see.

### **Arrangements for Health and Safety**

We will deliver this policy by:

- Producing risk assessment method statements specific to each construction site we have a presence at and ensuring our operatives understand these thoroughly.
- Providing our workforce with all requisite equipment to undertake their work safely.
- Undertaking training of our workforce to ensure they understand how to carry out their work safely.
- Constantly reviewing our workforce's best practice and undertaking re-training where necessary.
- Producing arrangements for reporting health and safety issues.

This policy will be reviewed every two years or in the light of legislative change.

**Felix Neufeld**



**Chief Executive Officer**

**1 June 2020**