

# Health & Safety Policy

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## HEALTH AND SAFETY POLICY

Line Management Group (LMG) Limited, will ensure, as far as is reasonably practicable, the health, safety, and welfare at work of its employees and any third parties contracted to undertake work on behalf of LMG.

In an effort to comply with all relevant statutory provisions brought about by Health and Safety legislation, and Occupational Health guidance, the Director responsible for facilitating the Health and Safety management function, must ensure suitable resources are made available. To satisfy the regulatory requirements regarding access to competent advice, the Company has appointed a third-party Consultancy Practice, operating at chartered status within the Institution of Occupational Safety and Health (IOSH).

In relation to the COVID-19 virus, whilst not considered as a front-line risk assessment requirement by UK Government and Health and Safety Executive, our appointed Health and Safety Consultants will continue to work with members of the Company's Management Team in relation to a proportionate risk management response as part of a wider business continuity process whilst also maintaining any Client/Principal Contractor requirements. In respect of the business's core risk management processes, the performance of developed Health and Safety standards within the Company will be monitored and reviewed on an ongoing basis. Risk reduction strategies, in the form of information, instruction, training and supervision, will be implemented and monitored on a continual basis, to ensure that maintenance of these agreed Health and Safety standards across the Company.

We understand that the Company is only as successful as the people it employs. To acknowledge this, we will ensure that those persons appointed to management and supervisory positions are suitably trained and adequately supported, with advice and guidance in their roles. This includes the ongoing management of Health and Safety issues, both in our clerical and site-based activities. Likewise, we will ensure that our workforce (including third parties) have the required skills knowledge and experience to carry out their work safely. This will be achieved through a process of training and information for our employed staff, with regular briefings and updates on Health and Safety matters, together with proportionate supervision. Our third-party installers will be suitably vetted through our internal review and authorisation process, which includes extensive Health and Safety appointment criteria.

This policy will ensure that a safe place of work is provided, and any equipment used for work is fit for purpose, maintained and, where required, inspected under statutory provisions. We will continue to ensure that we have the right people with the right skills, knowledge, and experience to enable us to effectively manage Health and Safety throughout the organisation. We will endeavour to provide training, information, and supervision to ensure our workforce can operate in a healthy working environment with effective risk controls. As part of our wider initiative for Health and Safety management in the Company, this policy, along with all subordinate documentation and systems of work, will be continually reviewed and amended, where required with any significant changes brought to the attention of all persons operating on behalf of the Company.

Employees have the right to refuse work on the grounds of health and safety and are free from disciplinary action and will not affect in anyway their prospects within the company.



Ieuan Rowe – Director Responsible for Health and Safety  
Date reviewed – 31<sup>st</sup> August 2023