

Hargreaves Senior Management Team has determined and considered all external and internal issues applicable to the organisation's context, and all directly relevant interested parties and their related requirements to consistently provide products and services that meet customer and applicable legal requirements. The policy applies to products and services provided by Hargreaves Ductwork Ltd from its Head Office and Manufacturing Facility, and Installation Sites in relation to the manufacture and installation of heating, ventilation, air conditioning, fire safety systems, containment solutions and high integrity specialist fabrications for sectors including nuclear, defence and major infrastructure projects.

Safety is a primary consideration in all activities in a manner which achieves the highest practicable health and safety standards for employees and any other persons who could be affected by our operations.

In order to maintain our health and safety performance the company operates an Occupational Health and Safety Management System third party certified against the requirements of BS OHSAS 18001 with the primary aim of preventing injury and ill-health, whilst demonstrating compliance with all relevant legislation and other requirements relating to safety matters to which we subscribe.

Specifically, we are committed to operating management policies which ensure:

- Trust and respect permeates the organisation through effective communications with all employees, both unionised and non-union.
- Constant evaluation of health and safety processes and procedures.
- Health and safety awareness and learning is promoted within the organisation.
- Regular internal audits to identify non-conformances and the systematic corrective actions deemed necessary to prevent their recurrence.
- Suppliers and Sub-Contractors are selected from approved sources.
- A questioning attitude is encouraged with open feedback provided to ensure appropriate actions are taken to demonstrate continual improvement in OH&S management performance.

All employees are personally responsible for safety and compliance with the above policy. No employee or appointed representative is authorised to initiate or continue any activity, operation or process that would endanger employees, contractors, visitors or members of the public. The Managing Director has overall responsibility for health and safety matters within the business.

The occupational health and safety performance, including the effectiveness of our management controls, will be reviewed by the Board of Directors. Appropriate objectives for improvement will be discussed and set as an output from the reviews.

To ensure that the requirements of this policy are met, we will provide and maintain safe and effective working conditions, equipment and systems of work, together with adequate information, instruction, training and supervision for all employees.

Hargreaves Senior Management are committed to the implementation of this policy, which is made publicly available to all interested parties through our website (mw-hargreaves.net).

Signed:  (Mr. A Sneyd)

Position: Managing Director

Dated: 05th January 2018