



Health & Safety Policy

It is the policy of Allied Protection to do all that is reasonably practicable in order to provide a safe and healthy environment for its personnel, sub-contractors, visitors, customers, service users and members of the public alike. We achieve this by providing sound procedures, well maintained plant and equipment, and well designed facilities and arrangements for their welfare. We endeavour to keep up to date with current best practice and professional expertise on health and safety matters; and review our policy and practices regularly, in order to ensure that our personnel are competent and adequately trained to meet their responsibilities. We also ensure that employees are consulted 'in good time' on matters which may affect their health, safety or welfare at work, and provided with such information, instruction, training and supervision as is necessary to secure their safety and health, as well as the safety and health of third parties who may be affected by their actions.

We have instituted sound procedures and arrangements to ensure that the use, handling, storage and transport of any articles and substances that we employ are safe, and do not pose risks to the health of our staff. We also recognise our obligations to people other than our own personnel, and it is the Company's policy to ensure that, in so far as is reasonably practicable, the health and safety of all such persons is not jeopardised by our products, operations or activities. Staff members, contractors, and sub-contractors are all made aware of the policy, which can be accessed via our web site at www.alliedprotection.co.uk Periodic Risk Assessments are conducted at our premises, and reviewed frequently, in order to ensure that we maintain a safe working environment, with access and egress routes clearly marked in case of emergencies. We have also designed 'Safe Systems of Work' for all of the Company's activities, and we ensure that these are adhered to.

Allied Protection has a good health and safety record, and we are aware that it requires the co-operation of every employee for these standards to be maintained; and wherever possible, improved upon, in order to eliminate the occurrence of dangerous incidents, accidents and work-related ill health. Our employees have been made aware that it is the duty of each and every one of them, whilst at work, to make reasonable provision for their own health and safety, as well as the health and safety of anyone who may be affected by their acts or omissions. They are also subject to frequent 'Tool Box Talks' at which Health and Safety is a '*standing agenda*' item,

Employees are obliged to use equipment and materials correctly, in accordance with the instructions and training they have received, and to report serious or imminent dangers, or perceived shortcomings in the Company's safety arrangements, at their earliest opportunity. Each has a duty to cooperate with the Company, in order to enable safe and healthy conditions at work to prevail. Health and Safety responsibilities are regarded within the company as being no less important than any other facet of our business. Therefore all personnel are expected to familiarise themselves with those aspects of the policy and procedures which relate to their role, and to attach at least as much importance to them, as they would to any other aspect of their work within the organisation. Failure to discharge health and safety responsibilities satisfactorily, or failure to

comply with health and safety procedures, instructions or rules, may result in disciplinary action, as outlined in the Company's Terms and Conditions of Employment and Disciplinary Procedure.

The Managing Director has overall responsibility for health, safety and welfare matters within the Company and is responsible for ensuring that this Policy is enforced at all times. They are responsible for ensuring that Employees at all levels of the company are kept apprised of all appropriate legislative and regulatory requirements, Approved Codes of Practice and Official Guidance. The Managing Director is also responsible for the implementation of the Policy, along with any associated documentation, and for ensuring that standards are continually monitored and personnel adequately trained.

The H&S Coordinator is responsible for ensuring the Health and Safety Policy and associated procedures are maintained in line with current, relevant health and safety legislation, Approved Codes of Practice and Guidance Notes. They are also responsible for monitoring the compliance and effectiveness of the policy. Managers' and Supervisors' are responsible for implementing the Company's Health and Safety Policy, and any associated documentation, in each location under their control; and for ensuring that the personnel in those locations have been adequately trained to comply with legal requirements.

This Policy is reviewed regularly, (at least once a year), and updated as often as is deemed necessary, in order to ensure compliance with all relevant legislation and best practice. Expert advice has been, and is sought where necessary. As part of our continual improvement process, minor revisions to working practices and procedures, (which do not effect legal compliance), may be implemented with the consent of the Managing Director. All such changes are fully documented and are incorporated into the Policy at the next scheduled review, or once their effectiveness has been fully demonstrated. Any significant changes to working practices and procedures, as a result of legislative or other requirements, are incorporated into the Policy immediately, in order to maintain legal compliance.

This document has been approved by the Directors, and is statement of the Company's current policy with regard to health and safety. All of our personnel have access to the Policy, and have undergone training to ensure that they are aware of its contents. All of our personnel, without exception are required to adhere to its contents at all times.