



Fundamentals

Policy

Occupational Health and Safety

BMSP-45 Issue 17

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Classification: Unrestricted

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Occupational Health and Safety General Policy Statement

Fundamentals (*We / Our / Us*) recognises *our* duties under health and safety legislation. *We* will meet the requirements of this legislation and maintain a safe and healthy working environment. *Our* managers are informed of their responsibilities to ensure they take all reasonable precautions, to ensure the occupational health, safety, well-being and welfare of those that are likely to be affected by the operation of *our* business. *We* operate an Occupational Health and Safety Management System that is aligned to the requirements of ISO 45001:2018 and will ensure that the system is reviewed and improved. *We* recognise *our* duty to make regular assessment of the hazards and risks associated with *our* operation, to remove or reduce them to the lowest practicable level.

We also recognise *our* duty, so far as is reasonably practicable:

- To meet *our* legal obligations to maintain safe and healthy working conditions and identify and set OH&S goals and objectives;
- To provide adequate control of the health and safety risks that *we* have identified;
- To consult with and provide forums for the participation of *our* employees on matters affecting their health and safety;
- To provide and maintain safe plant and equipment;
- To ensure the safe handling and use of substances;
- To provide information, instruction, training where necessary for *our* workforce;
- To ensure that all workers are competent to do their work, and to give them appropriate training;
- To prevent accidents and cases of work related ill health;
- To actively manage and supervise health and safety at work;
- To have access to competent advice;
- To seek continuous improvement in *our* health and safety performance and management through regular (at least annual) review and revision of this policy; and
- To provide the resource required to make this policy and *our* Health and Safety arrangements effective.

We also recognise:

- *Our* duty to co-operate and work with other employers when *we* work at premises or sites under their control to ensure the continued health and safety of all those at work.
- *Our* duty to co-operate and work with other employers and their workers, when their workers come onto *our* premises or sites to do work for *us*, to ensure the health and safety of everyone at work.

To help achieve *our* objectives and ensure *our* employees recognise their duties under health and safety legislation whilst at work, *we* will also inform them of their duty to take reasonable care for themselves and for others who might be affected by their activities. *We* achieve this by explaining their duty and setting out *our* health and safety rules in Business Systems Manual which is made available to every worker employed by *us* when they start employment.

Signed as approved by:



Vincent Thornley (Managing Director)

Date: 26/9/2025

Version Information

Date reviewed	Next review date	Issue No.	Changes (most recent first)	Process owner	Approver
16/9/2025	16/9/2026	17	Annual review – no changes	Integration	Leadership team
01/10/2024	01/10/2025	16	Annual review	Integration	Leadership team
04/10/2023	04/10/2024	15	Owner updated	Systs & Procs	Leadership team
04/10/2022	04/10/2023	14	Rebranding and annual review. ISO45001:2018 added to the policy	Operational Systems	Leadership team
18/10/2021	18/10/2022	13	Logo changed	Operational Systems	MD
29/09/2021	29/09/2022	12	Reviewed and signed, logo changed	Operational Systems	MD