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## 5.2 Policies

### Health and Safety Policy

Borough Engineering Services Ltd (BES) & Throgmorton Mechanical and Electrical Services (TMES) recognises and accepts its responsibility to provide a safe and healthy working environment for all its employees, tenants, contractors, and visitors who use its premises in order to prevent injury and ill health, in accordance with the Health & Safety at Work etc Act 1974 and its associated regulations.

BES & TMES's approach to health and safety is based on the key clauses of ISO 45001:2018 whereby emphasis is placed on:

- ✓ Planning
- ✓ Support and Operation
- ✓ Leadership and Worker Participation
- ✓ Performance Evaluation
- ✓ Improvement



BES & TMES recognises the need to focus on continual improvement of its IMS management and performance and sets objectives in line with this.

BES & TMES's aim is to encourage a positive health and safety culture. To ensure this is achieved occupational health and safety is actively promoted throughout the organisation through the provision of information, training, instruction, and supervision.

BES & TMES operates a 'no blame' culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal to ensure the root cause of accidents are identified thus enabling measures to be put in place to eliminate recurrence.

Emphasis is placed on effective management ensuring a systematic approach to the identification of risks and the allocation of financial and physical resources to control them. In order to deliver these responsibilities BES / TMES undertakes to:

- ✓ Maintain a safe and healthy place of work with safe access and egress.
- ✓ Provide adequate welfare facilities where possible.
- ✓ Ensure that risk assessments are being carried out on an on-going basis with employees participating in the risk assessment process. Assessments will cover BES & TMES's undertakings and will assist in the identification of hazards and the setting of prioritised objectives for elimination and reduction of risk to the lowest possible level.
- ✓ Provide sufficient information, instruction, training, and supervision to enable employees to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work.
- ✓ Consult with employees on issues relating to all workplace Health, Safety and Environmental arrangements to create safe and healthy working conditions for the prevention of work-related injuries and ill health.
- ✓ Ensure access to competent health and safety advice.
- ✓ Provide plant, equipment and systems of work which are safe and without risks to health.

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- ✓ Ensure safe arrangements for the use, handling, storage and transport of articles and substances.
- ✓ Ensure compliance with all relevant safety legislation, regulations, codes of practice and other requirements associated with UK operations.
- ✓ Arrange for the effective planning, organisation, control, monitoring, and review of preventative and protective measures; and
- ✓ Commit to reporting H&S performance within its annual report.

The Managing Director takes overall responsibility for Health and Safety including the formulation, development and implementation of the Health and Safety policy within BES & TMES. BES & TMES are supported by a director in charge of H&S.

BES & TMES require the co-operation and support of all managers, employees, tenants, contractors, and visitors in its implementation.

The Managing Director will ensure that the policy is reviewed periodically, at least every year, to ensure that it remains relevant and appropriate to the organisation.

This policy will be communicated to all persons working under the control of the organisation and will be made available to interested parties on request.

Signed

Jeff Pollitt  
 Managing Director  
 Date: 1st September 2025

