



Health and Safety Policy Statement

This statement relates to the combined Health and Safety Policy of Gristwood and Toms Ltd and applies in respect to any person to whom the company owes a duty of care.

Gristwood and Toms Ltd recognises, and fully accepts, its statutory and moral responsibilities to provide the highest standard of health, safety and welfare protection for its staff and other people affected by our work in or about the premises and sites for which we have arboricultural and associated activity responsibility.

Gristwood and Toms is dedicated to:

- Achieving a working environment which is as far as reasonably practicable free of work-related accidents and occupational ill health
- Providing necessary training and instruction to our employees so that they are able to undertake tasks in a safe and responsible manner
- Ensuring the safety of the general public who use, or have access to, premises or sites under our control
- Ensuring that the way in which we develop our enterprise contributes to the well-being of society at large

Responsibility of employees:

- Follow the training you have received when using any work equipment provided by the company.
- Adopt and maintain safe working practices confirmed in the Health and Safety Procedures Manual.
- Ensure you use the PPE you are provided with at all times

- Maintain PPE in good condition and report defects immediately to Management where arrangements will be made to replace if necessary
- Take reasonable care of your own and other people's health and safety
- Co-operate with your employer on health and safety
- Inform your employer, supervisor, or health and safety representative if you believe your work is putting anyone's health and safety at risk or inadequate precautions are putting anyone's safety at risk

In order to achieve these aims we shall:

- Comply with the Health and Safety at Work etc Act (1974) , statutory Regulations and Industry Codes of Practice applicable to our company activities
- Co-operate actively with Local Authorities, statutory & regulatory bodies in the interests of public safety
- Establish procedures for the identification and control of risk
- Identify hazards in the workplace, assessing the risks related to them
- Implement and maintain safe working procedures in order to prevent accidents, incidents and occupational ill health
- Provide and maintain safe work equipment
- Appoint personnel with the skills, abilities, experience and competence appropriate to their role and level of responsibility
- Ensure technical competence and safety awareness is maintained through training and personnel development
- Promote awareness of health & safety and good practice through the provision of information and effective communication
- Provide sufficient resources for the effective management of health and safety

- Monitor the performance of approved sub-contractors to ensure that they are complying with our Health and Safety policies and procedures
- Set and monitor specific objectives to enable continual improvement and ensure the effectiveness of our Health and Safety Management system

Responsibilities for maintaining Gristwood and Toms Ltd Health and Safety Policy, and specific arrangements for health and safety management are set out in the company's Health and Safety Procedures Manual.

All employees are required to co-operate with the Company to achieve a healthy and safe workplace and to work with care and attention to protect their own safety and that of others.

All employees are encouraged to contribute to a health and safe working environment, and neglect of any responsibilities in maintaining the company's Health and Safety Policy will be deemed to be misconduct and dealt with in accordance with the company's disciplinary procedures. This policy is communicated at induction and after any revision via tool box talks. The policy is also displayed throughout the Company premises and also in our Arborist team packs.

As an essential part of the company's integrated management system, this policy will be reviewed on an annual basis to ensure effectiveness.

Name: Andy Toms Title: Director

Signature:  Date: 1st January 2018

Name: Dave Gristwood Title: Director

Signature:  Date: 1st January 2018