

Health & Safety Policy

It is the policy of HVAC & Refrigeration Limited to provide a safe and healthy workplace for all its employees, contractors, suppliers and members of the general public.

HVAC & Refrigeration Engineering Limited is committed to the prevention of injury and ill health and the continual improvement of health & safety performance and will endeavour to achieve the aims of this policy by adhering to the following principals:

1. We will, in as far as is reasonably practicable, ensure that:

- Operations are conducted in a safe manner;
- Adequate resources are provided to ensure that proper provision can be made for health & safety;
- Risk assessments are carried out and periodically reviewed;
- Systems of work are provided and maintained that are safe and without risks to health;
- Arrangements for the use, handling, storage and transport of articles and substances for use at work are safe and without risks to health & safety;
- All employees are provided with such information, instruction and supervision as is necessary to secure their health & safety at work and the safety of others who may be affected by their action;
- Where appropriate, health surveillance will be provided to employees;
- The provision and maintenance of all plant, machinery and equipment is safe and without risk to health;
- The working environment of all employees is safe and without risk to health and that adequate provision is made with regard to the facilities and arrangements for their welfare at work;
- The place of work is safe and there is safe access to and egress from the work place;
- At a minimum, we comply with the relevant legislation and other standards;
- Monitoring activities are undertaken to maintain agreed standards.

2. It is the duty of all employees at work:

- To take reasonable care for the health & safety of themselves and of other persons who may be affected by their acts or omissions at work and co-operate with us in fulfilling our statutory duties;
- Not to interfere with or misuse anything provided in the interest of health & safety

3. General:

- This Health & Safety Policy will be reviewed annually, amended and updated as and when necessary; communication of any such changes will be made to all employees;
- There are established and maintained effective procedures for consultation and communication between all levels of management and employees on all matters relating to health & safety and welfare.

The Directors are responsible for the overall implementation of this Health & Safety Policy and shall document, implement, maintain and review this periodically, although to deliver this goal, the QHSE Manager is delegated the day to day monitoring of this Policy and health and safety issues and shall report in this capacity to the Managing Director.

Raymond Davidson
Managing Director
HVAC & Refrigeration Engineering Limited
May 2009