



Health, Safety and Wellbeing Policy

The Joseph Gallagher Group Ltd regards the Health Safety and Wellbeing of all persons affected by their undertakings of prime importance This includes its employees, both direct and sub-contract, all members of the public and any others affected by its operations

The wellbeing of all is a management responsibility equal to that of any other function and through this commitment seeks to promote high standards of safety and health at work, fulfilling legislative and other requirements and to develop a positive health and safety culture throughout The Organisation to ensure that accidents and risks to health are avoided.

- The Joseph Gallagher Group Ltd Health and Safety Policy is the direct responsibility of the Board of Directors with a Director with responsibility for safety undertaking the formulation, development and promotion of Health and Safety. The Chairman, Mr Joseph Gallagher, retains overall responsibility for health and safety.
- Responsibility for implementation of the Health & Safety Policy rests with the line managers and individual employees. The policy is the direct concern of every employee who all equally share the legal duty to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions and to co-operate with management to comply with legal duties.
- The Joseph Gallagher Group Ltd shall see that all personnel are competent to carry out the duties required of them. To achieve the necessary degree of competency and to ensure that work can be carried out safely at all times the Joseph Gallagher Group Ltd shall make available adequate resources financial or otherwise to provide information, instruction, training and supervision.
- Joseph Gallagher Group Ltd provides a framework to seek continual improvement in Health and Safety performance and to reduce accidents by both pro-active and re-active strategies and by the setting and reviewing of objectives. The Joseph Gallagher Group Ltd will monitor all accidents and incidents to identify possible means of improvement.
- The Joseph Gallagher Group Ltd will ensure that all work is adequately assessed for risks to health and safety and that identified control measures are implemented, reviewed and maintained. The policy will be brought to the attention of all employees who will be consulted to help develop positive attitudes and behaviour towards Health, Safety and Wellbeing. The Joseph Gallagher Group Ltd will conduct regular reviews to monitor performance and produce plans for improvement., thus preventing work-related injury and ill-health and eliminating hazards through risk assessment.
- Consultation and participation of workers shall be organised through daily activity briefings and observation cards PLUS other means as locally suitable. This shall include workers representatives.
- Competent and qualified Safety Advisors shall be appointed by The Joseph Gallagher Group Ltd to assist the management in discharging its duties.

This document should be read in conjunction with the companies occupational health policy.

This policy will be reviewed annually.

Signed
Group Managing Director
April 2021

