

ESG Security Health and Safety Policy

Part 1: Statement of Intent

Part 2: Responsibilities for Health and Safety

Part 3: Arrangements for Health and Safety

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Introduction

Health and safety policies are required to be broken into three parts. Part 1 provides a statement of intent from the Managing Director. Part 2 details the responsibilities of various post holders. Part 3 describes the arrangements for health and safety management.

Policy Statement

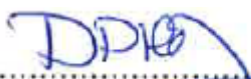
Part 1: Statement of Intent

ESG Security (ESG) recognises and accepts its health and safety duties for providing a safe and healthy working environment (as far as is reasonably practicable) for all its workers and other visitors to its premises under the Health and Safety at Work Act 1974, the Fire Precautions (Workplace) Regulations 1997, the Management of Health and Safety at Work Regulations 1999, other relevant legislation and common law duties of care.

This policy statement and the procedures for its implementation may be altered at any time by ESG's management. The statement and procedures are reviewed in the February of each year or after any significant change or legislation likely to affect the policy.

Our health and safety policy is to:

- Prevent accidents and cases of work related ill-health
- Manage health and safety risks in our workplace
- Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work
- Provide personal protective equipment where necessary
- Consult with our employees on matters of health and safety
- Provide and maintain safe plant and equipment
- Ensure safe use and handling of substances
- Maintain safe and healthy working conditions
- Implement emergency procedures, including evacuation in case of fire or other significant incident
- Review and revise this policy regularly



Signed:

Date: February 2023

Name: David Hoey

Position: Managing Director

Review date: February 2024

Part 2: Responsibilities for Health and Safety

The following section describes the responsibilities of various post holders in relation to health and safety management.

Management responsibilities

ESG approach Health and Safety in a systematic way, by identifying hazards and problems, planning improvements, taking executive action and monitoring results so that Health and Safety needs will be met internally.

1. Managing Director

The Managing Director has overall responsibility for the implementation of this policy. He is responsible for ensuring that the policy is widely communicated, and that the effectiveness of the policy is monitored.

2. Commercial Director

The Commercial Director is wholly accountable to the Managing Director for the implementation and monitoring of ESG's safety management system.

3. Operation Managers

The managers' report to the Commercial Director and are responsible for co-ordinating effective safety controls at individual customer locations. The managers are responsible for conducting regular safety inspections and audits.

4. Training Managers

Training Managers are accountable to the Commercial Director for training programs and ensuring employees are conversant with safety training requirements.

5. Safety Committee

Comprises different representatives from each department. Meets regularly to discuss safety issues, review incidents and propose safety improvements.

6. Human Resources (HR) Department

Work closely with the Commercial Director and Operation Managers to ensure that safety protocols are integrated into the onboarding process.

7. Compliance Officer

Accountable to the Commercial Director for ensuring continued compliance with Health and Safety legislation.

8. Emergency Response Team

Comprises trained individuals from different departments. Responsible for responding to emergencies, conducting drills, and updating emergency response plans.

Health and safety is viewed as “everyone’s business”. To achieve a high standard of health and safety, the active co-operation of all employees is essential.

9. All employees should:

- Co-operate with supervisors and managers on health and safety matters
- Take reasonable care of their own health and safety
- Report all health and safety concerns to an appropriate person (as detailed above)

Part 3: Arrangements for Health and Safety

Risk assessment

- We will complete relevant risk assessments and take action
- We will review risk assessments when working habits or conditions change

Training

- We will give staff health and safety induction and provide appropriate training (including working at height, asbestos awareness and electrical safety)
- We will provide personal protective equipment
- We will make sure suitable arrangements are in place for employees to work remotely

Consultation

- We will consult with staff routinely on health and safety matters as they arise and formally when we review health and safety.

Evacuation

- We will make sure escape routes are well signed and kept clear at all times
- Evacuation plans are tested from time to time and updated if necessary

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