

## **HEALTH SAFETY AND WELLBEING POLICY STATEMENT**

This statement sets out Z-Tech's commitment to keeping you healthy and safe every day at work.

Our firm expectation is that our people will return home safe and well every single day, enabling them to live their entire working lives both fit and healthy. Everyone is responsible for helping us to deliver our aims which are detailed below.

### **Working in an incident free environment that prevents work related injuries by mitigating risk**

#### **Keeping everyone safe and healthy**

We will promote good leadership behaviour through clearly communicating expectations and responsibilities, adhering to relevant legislation and by listening to feedback that supports continuous improvement.

#### **Skills to do the job in a safe and healthy way**

We will provide training and instructions so that everyone is able to understand the health and safety risks within their working environment that could affect them. We will make sure that everyone has the appropriate skills to carry out the job that they are expected to do safely.

### **A healthy working environment where no-one suffers from work related acute or chronic illness**

#### **Improving your health and wellbeing**

We will make sure systems are in place and regularly reviewed which protect everyone from short-term and long-term occupational health conditions. We will provide everyone with key information to enable those who work for us to make lifestyle choices that can lead to long-term health benefits.

#### **Safe and healthy workplace**

We will have safe working environments through ensuring our health and safety standards are met, and risks are mitigated and controlled across our work sites and office-based activities. We will provide appropriate equipment and facilities, alongside supporting health and safety documentation through each phase of our work activities.

### **We are all able and expected to challenge an unsafe condition that could cause injury or ill health**

#### **Communication**

We will implement robust management systems with appropriate resources, effective structures and rigorous governance. These systems will set standards and monitor the health and safety performance of our organisation. Following thorough analysis, we will feedback our findings to the business and influence decision making at all levels.

#### **Active engagement with all stakeholders**

We will work collaboratively with our stakeholders and customers, developing and sharing innovative and sustainable solutions that will benefit all parties in achieving this vision. We will work together to deliver effective health and safety management across all aspects of work.

Annual review of the Health and Safety policy will be undertaken by the senior management team and any appropriate action identified will be recorded, actioned and communicated as appropriate.

Signed: 

Michael Swinhoe, Managing Director