

Procedures Manual	Lowery Ltd.
Ref:	HS-PO-01
Issue:	7
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Health and Safety Policy Statement

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REVISION RECORD

Issue:	Date:	Comments:
1	January 2010	First issue following update of document management system.
2	January 2012	Commitment to Behaviour Based Safety and to the use of a safety culture measurement tool added.
3	December 2012	Workplace transport and driver safety commitment added.
4	June 2013	Scope added to Policy Statement
5	January 2015	Minor amendments to improve readability and clarity.
6	March 2015	Amended due to change of company organisation
7	June 2015	Safety leadership and culture maturity statement added

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HEALTH AND SAFETY POLICY STATEMENT



This policy statement applies to Lowery Ltd.'s operations, which involve the project management and construction of engineering contracts on the railway infrastructure, specialising in the installation of cabling and associated activities.'

This Health & Safety policy demonstrates how Lowery Ltd. (henceforth referred to as 'the Company') commits to ensuring, so far as is reasonably practicable the health, safety and welfare of its employees and subcontractors while at work.

It is the Company's policy that its operations are planned and conducted in order to minimise the risk to the health, safety and welfare of the Company's employees, customers, the general public and any other affected parties. The reduction of driving risks and the effective control of workplace transport safety form part of this policy.

The Company is committed to ensuring, so far as is reasonably practicable that its operations and activities do not inflict damage on the environment or the property of others.

The Company recognises and accepts its statutory obligations with regard to health and safety, including the requirement for compliance with Network Rail & London Underground Standards and those operated on other rail networks and associated infrastructure as applicable to our works.

The Company is committed to providing employees with adequate and relevant resources for working safely. This includes the provision of information, instruction and training, equipment, PPE and welfare facilities in order to create and maintain its safe systems of work. It will plan, implement, control, and monitor work activities, so that the risks to health and safety of its employees, subcontractors, visitors and members of the public are minimised.

The Company is committed to providing safety leadership and the development of safety culture maturity within the organisation. Safety culture development will be measured using an industry recognised safety measurement tool. Areas of unsatisfactory performance that are identified as part of this process will be addressed through the setting and monitoring of health and safety objectives.

Employees will be regularly consulted on safety matters. Briefings and toolbox talks will be delivered to keep them informed of current safety issues and provide an avenue for feedback to senior management. The requirements for the reporting of incidents, near misses, close calls and potential future issues will be communicated to staff as part of their company induction.


The Company promotes an open and honest approach to the reporting of safety issues, including accidents, incidents, close calls, unsafe practices or requests. The highlighting of safety issues is encouraged, and the Company will treat those that speak up in a fair and consistent way.

It is the responsibility of managers to communicate the contents of this Health and Safety Policy to employees and contractors. Managers are expected to lead by example and demonstrate compliance with and support for this policy.

The Company is committed to continually improving its safety performance. Risk assessments will be performed and appropriate measures taken to minimise exposure to risks in the workplace. Compliance with this safety policy will be monitored through regular inspections and audits on company activities and processes. Safety performance trends will be discussed at regular Health & Safety meetings. The output from these meetings will be brought to the attention of staff.

This Policy Statement will be posted on notice boards and communicated at induction to new employees

This Health and Safety Policy is designed as a living document and will therefore be subject to review by the Company Directors on an annual basis.

Signed 

M.Gubbins, Managing Director
(Signed on behalf of the Company Directors)

Date: 25 Jan 17

