It is of the utmost importance that Joseph Ash, Premier Galvanizing, Medway and Widnes Galvanizing during their business activities ensures a safe and healthy working environment for all its employees, contractors, visitors and the wider community. Consequently, Occupational Health & Safety (OH&S) is recognised as integral to business performance and Joseph Ash, Medway, Premier Galvanizing and Widnes Galvanizing accept that this implies the corresponding duty of ensuring that adequate and appropriate resources are provided to implement this policy.

Whilst fulfilling this duty, we are committed to continuous improvement in our OH&S performance - by the setting of targets and objectives - through a policy which is appropriate to the nature and scale of risks associated with site activities, and adhering to this policy by:

- Providing and maintaining a working environment that is safe, without risk to health and with appropriate facilities and arrangements for the welfare of employees;
- Ensuring arrangements are in place for safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- Providing and maintaining plant, equipment and safe systems of work that are safe and without risk to health;
- Ensuring the place of work under our control is maintained in a safe condition and that means of access to and egress from it are provided and maintained in a safe condition without risk to health;
- Committing to comply with current applicable legislation, regulations and industry codes of best practice associated with OH&S and, where no legislation exists, endeavouring to set group standards to meet our overall objective of improved OH&S performance;
- Providing all employees with the appropriate information, instruction, training and supervision to enable their active involvement in meeting our policy objectives;
- Communicating this policy to all employees and other interested parties and ensuring all employees are made aware of their individual OH&S obligations;
- Adopting a risk-based approach to all its operations where assessment of work procedures will be conducted using the hierarchy of controls to eliminate risks where practicable or place suitable controls where it is not;
- If unfortunately necessary, disciplinary action will be taken against personnel who wilfully or negligently disregard this policy or any related legislation, where individuals endanger their own or any other personnel's health & safety;
- Establishing, measuring, monitoring and auditing OH&S performance;
- Encouraging employee involvement, participation and consultation through regular communication via our H&S committee meetings, notice boards, training, etc.;
- Periodically reviewing, revising and amending this policy and associated management systems to ensure they remain relevant and appropriate.

The Managing Director undertakes ultimate responsibility for the company's OH&S management system with directors, management and supervisory personnel having the responsibility for implementing it throughout the company, ensuring that health, safety and welfare are considered when planning work. The success of this policy relies on the full co-operation and commitment of all personnel working with H&S as their top priority.

Jason Anderson **11/04/2025**
Managing Director

Health & Safety Policy

Joseph Ash, Medway, Premier Galvanizing and Widnes Galvanizing (JA Group) recognize and accept their duties as an employer to ensure, in so far as is reasonably practicable, the health, safety and welfare at work of all employees. The organisation is committed to the prevention of injury or ill-health and to the continual improvement of occupational health and safety management performance.

JA Group will ensure that all reasonably practicable efforts are made to safeguard its visitors, contractors and members of the public who may be affected by its activities.

JA Group will use this policy as a framework for setting and reviewing objectives and, to realise these objectives, the company shall make available adequate resources to promote and maintain industry-leading best practice in Health and Safety Management.

Management Responsibility

JA Group expects all Managers and Supervisors to consider Health and Safety as the most important part of their normal duties and responsibilities, in order to prevent injury and ill health. The different levels of management will be accountable to their immediate manager and ultimately, to the Managing Director for maintaining JA Group Health and Safety standards at their workplace. Their performance with regard to Health and Safety will be monitored and will be considered as part of their overall performance. Details of their duties and responsibilities are contained in the Health and Safety Management System, and these will need to be signed on an annual basis as reminder of these.

The Managing Director is responsible for ensuring that a health and safety plan is developed for JA Group annually. This is communicated and actioned via the allocation of key performance indicators and strategy objectives, which are cascaded down through the business via our communication procedures.

The development of the health and safety plan, and the setting of targets will be coordinated by the Managing Director and the Regional Health and Safety Managers in conjunction and consultation with Directors and the General Managers. In addition, the Regional Health & Safety Managers are responsible for monitoring the plan to ensure that dates and objectives are met.

The Managing Director and Regional Health and Safety Managers must agree the Health and Safety plan before being implemented. Once agreed it is the responsibility of individual Departmental Managers to ensure that targets are met within their areas of responsibility.

Employee's Responsibility

All employees have primary health and safety responsibility for themselves and their fellow colleagues who can be affected by their decisions/actions.

JA Group requires all its employees to co-operate and be involved with the management of the company in order to demonstrate their commitment to this policy. Employees are reminded not to take risks which could affect their own, or another person's Health or Safety. Any breaches of the Company Health and Safety Policy/Rules will be investigated, and disciplinary action will be taken where appropriate. In the event of serious accidents, it is foreseeable that an employee could face action by the HSE, including prosecution. Employees are encouraged and given the opportunity to regularly communicate with the management team on health & safety matters. All employees will receive a written copy of their duties and responsibilities as contained in the Health and Safety Management System. Employees are encouraged to take an active role in identifying hazards and by looking after the safety of their colleagues.

Health & Safety Assistance

The prime function of the Health and Safety Management system is to assist JA Group in meeting its Health and Safety Objectives. The company Managing Director is ultimately responsible for the provision of a professional and comprehensive Health and Safety service to the organization, including the development, implementation, monitoring and review of Health and Safety Policies.

Risk Assessments
As part of our overall Health and Safety arrangements, suitable and sufficient assessment of the risks to Health and Safety will be undertaken for all significant tasks performed by this organization.

The purpose of such assessments is to identify the appropriate preventative and protective measures necessary, to comply with any relevant statutory, provision and to ensure the Health and Safety of our employees and other persons affected by our activities.

Consultation
No Health and Safety Policy is likely to be successful unless it actively involves all our employees. Health & Safety meetings will be held at each division and their role will be outlined in the Health and Safety Management system. In accordance with legal requirements, Safety Representatives shall be appointed at each main location and participate in the work of monitoring and seeking to continuously improve health, safety and welfare in the workplace.

The names of the attendees and the job roles will be added to the minutes, as evidence that the company require a cross-section of employees to be represented at such meetings.

Training
JA Group recognises the need for Health and Safety Training to ensure that our employees can perform their work without risks to themselves or others. Such training will be provided at induction and periodically during the course of employment.

Employees will also require ongoing monitoring to be conducted at suitable intervals. This is done to ensure that all employees are working at a good level of competence within the work area.

Reporting and Investigation of Accidents
The local management teams with support from the divisions Health & Safety Officers are responsible for investigating and reporting the circumstances surrounding and causes of all incidents concerning personal injury, road traffic accidents, property damage, near misses or non-conformance to safe systems of work. Where necessary, they will be assisted by the Regional Health and Safety Managers, who will conduct an independent accident investigation on all accidents reportable under RIDDOR (Reportable injuries, diseases and dangerous occurrences regulations 2013). All accident investigations must be conducted in accordance with the company's incident procedure; with appropriate measures being implemented to prevent further re-occurrence in the future.

Occupational Health and Welfare
We are committed to protecting the health and welfare of our employees over and above our general duty. Health Surveillance will be provided to ensure that we protect the health and welfare of our employees whilst remaining compliant to applicable legislation. Early intervention and rehabilitation programmes will be provided to assist/support employees returning to work after injury or illness.

All employees are required to participate in the random substance misuse testing programme. A counselling/rehabilitation programme is available for employees who come forward and request help and support.

Policy Publication
Copies of this policy shall be made available to all employees and displayed at all main locations. It shall be brought to the attention of all contractors, customers and visitors who visit the site and be made available to any other interested party.

Review of Policy
JA Group Health & Safety Management Policy and Health & Safety performance will be continually reviewed and improved in light of any legislative changes and/or needs of the organization. Where necessary, new Health and Safety plans will be set and circulated to all main locations. All relevant Health and Safety stakeholders will be advised of any changes.