



Policy – Health and Safety

CSP01

Objective

The company recognises that it has a responsibility as an employer to ensure the “Health, Safety and Welfare” of all employees whilst at work. Additionally, it is the responsibility of all persons who work for the company (Directors, Managers, Employees etc) to ensure this policy extends to all other persons who may be affected by our work activities. In this way, everyone within the company has a vital and specific role in maintaining the company's health and safety standard.

Reference Documents

CSPM01 – Health and Safety Policy Manual

Page	Issue		Revision Details	Prepared	Authorised
	Rev	Date			
All	0	01/10/2015	Initial	G.Rees	D.Dark
All	A	17/07/2017	Update Policy	G.Rees	D.Dark
All	A	14/03/18	Annual Review	M.Dark	D.Dark
All	B	21/11/2018	Change to Standard	M.Dark	D.Dark
All	C	10/12/18	Change Policy	M.Dark	D.Dark
1	D	01/04/2019	Add Last Paragraph	M.Dark	D.Dark
All	E	09/05/2019	New Policy for ISO 45001	M.Dark	D.Dark
All	E	23/07/2020	Annual Review	M.Dark	D.Dark
All	E	05/07/2021	Annual Review	M.Dark	D.Dark
All	E	11/07/2022	Annual Review	M.Dark	D.Dark



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Health & Safety Policy Statement

Code Serve Ltd are dedicated to providing the highest possible standards so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and of others who may be affected by our undertakings, and compliance with all the relevant legislation.

Top management has established an organisation's mission, vision and values, taken into consideration our context, the needs and expectations of our relevant interested parties, and business objectives. These are reflected in our strategic business plans/assessment.

Top management's leadership and commitment are vital to ensure the successful implementation and effective of our OH&S management system. Therefore, top management will take responsibility for the effectiveness of the organisation's OH&S management system and ensure that its intended outcomes are achieved.

The company is proud of its good health and safety reputation and safe practices/procedures. It is the company's policy to seek to operate to these standards continuously and to implement and operate fully ISO 45001:2018 specifies requirements for an occupational health and safety (OH&S) management system standard through certification and annual review.

To ensure the principles of health and safety are clearly understood throughout Code Serve Ltd we are committed to:

- Ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy.

- Ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation.

- Protecting the safety and health of all employees by preventing work-related injuries, ill health, disease and incidents.

- Complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which we subscribe.

- Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Health and Safety Management.

- Continually improving the performance of Health and Safety Management.

- Providing the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health and safety.

- Devoting the necessary resources in the form of finance, equipment, personnel, and time to ensure the health and safety of employees. Expert help will be sought where the necessary skills are not available within the organisation.

- Liaising and working with all necessary persons to ensure health and safety and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

- Ensure workers wellness/wellbeing.

Consistent with the organisation's OH&S policy, the intended outcomes of an OH&S management system include:

- Continual improvement of OH&S performance.

- Fulfil legal and other requirements.


- Eliminate hazards and reduce OH&S risks.

- Continual improvement of the OH&S management system.

- Consultation with and participation of workers, and, where they exist, workers' representatives.

- Set out OH&S objectives and Review Annually.

We will take all reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and working practices within the organisation. We will continuously improve our health and safety management arrangements in order to protect employees and others from risks to their health, safety and welfare whilst engaged in work related activities. We recognise that safety is the responsibility of everyone and is not just a function of management. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

Signed by: 
Director

Revision: Rev E

Date: 11/07/2022