

Health and Safety Policy Statement



It is the policy and intent that M. HOLLERAN LTD will progress its business in accordance with the duty of care under section 2(3) of the Health & Safety at Work Act 1974, the requirements as detailed within the Management of Health and Safety at Work Regulations 1999 and other Acts and Regulations specific to the progressing of our business, this includes Network Rail Group & Company Standards

The senior management team are therefore committed to:

- Monitor, maintain and continually improve safety performance and service delivery through the setting of objectives and targets, and periodic review;
- Ensure that all employees and those working on behalf of the company, are aware of their personal responsibility to deliver incident free quality services to internal and external customers; ensuring that the needs and expectations of interested parties are determined and fulfilled.
- Develop and continuously improve the Integrated Management System, ensuring that it is simple, effective and describes all aspects of the company's activities with the objective of preventing injury and ill health.
- Record and act on incidents in service delivery, ensuring appropriate corrective and preventative action is taken;
- Ensure all activities products and services undertaken or delivered are subject to risk assessment, adequately resourced, carried out by trained and competent people and suitable control measures implemented.
- Provide a robust system for auditing, inspection, employee appraisal and Management Review, and actively use the outcome from these for improvements which are implemented and embedded through the business planning process.

All personnel must be familiar with the requirements of this Health and Safety Policy and abide with the contents of the Business System Manual.

This Health and Safety Policy is reviewed annually in order to ensure its continuing suitability

Alcohol & Drug Policy Statement (See Policy Statement for the Rail Division)

In order to comply with the Health & Safety @ Work Act 1974 and the Transport Works Act 1992, employees must not report for work, or continue to work if they are unfit to do so because of the effects of drugs or alcohol. Employees must not consume drugs or alcohol whilst at work. Employees should also notify their supervisor if they are taking any medicine whether pre-scribed or not, prior to commencing work. Where staff are suspected of being unfit to work through the effects of drugs or alcohol, or are involved in a safety related incident, they will be requested to stop work immediately and where agreed, screening will be arranged. The company operates a **zero tolerance** on employees who are tested positive.

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