

## Health & Safety Policy

### **Purpose**

Thornwood Design and Build is committed to ensuring the health, safety, and well-being of all our employees, subcontractors, clients, and the communities in which we operate. This Health & Safety Policy outlines our dedication to maintaining a safe and healthy working environment, aligning with our 'Design. Build. Deliver.' ethos to ensure health and safety are integral to our business operations.

### **Scope**

This policy applies to all employees, subcontractors, and stakeholders involved in our projects' design, planning, and construction. It covers all aspects of our operations from initial client consultation to post-project evaluation and aftercare.

### **Our 'Design. Build. Deliver.' Ethos and Its Relation to Health & Safety**

#### **Design.**

At Thornwood Design and Build, our commitment to health and safety begins with the design phase. We integrate safety considerations into every aspect of our designs, ensuring that potential hazards are identified and mitigated early. Our goal is to create designs that promote safety and well-being for both workers and end-users.

#### **Build.**

During the build phase, we implement rigorous health and safety protocols to protect our workforce and the public. We provide comprehensive safety training, maintain clean and organized worksites, and ensure that all construction activities comply with safety regulations. Our construction practices are designed to minimize risks and prevent accidents.

#### **Deliver.**

Delivering projects that adhere to the highest health and safety standards is the culmination of our efforts. We conduct thorough safety inspections and audits throughout the project lifecycle to ensure compliance with safety requirements. Post-project, we engage in continuous improvement practices to enhance our health and safety performance.

## **Health & Safety Objectives**

1. Risk Management: Identify, assess, and mitigate risks associated with all our activities.
2. Compliance: Adhere to all relevant health and safety laws, regulations, and standards.
3. Training and Awareness: Provide ongoing training and resources to employees and subcontractors to enhance their health and safety knowledge and practices.
4. Continuous Improvement: Continuously improve our health and safety performance through regular review and adoption of best practices.
5. Incident Prevention: Implement measures to prevent accidents, injuries, and illnesses in the workplace.

## **Health & Safety Principles**

### **1. Safe Work Environment:**

- Maintain a safe and healthy working environment for all employees and subcontractors.
- Conduct regular safety inspections and audits to ensure compliance with safety standards.

### **2. Employee Involvement:**

- Encourage employees to participate actively in health and safety initiatives.
- Recognize and reward contributions to health and safety improvements.

### **3. Incident Reporting:**

- Establish clear procedures for reporting and investigating incidents.
- Use incident reports to identify areas for improvement and prevent recurrence.

### **4. Emergency Preparedness:**

- Develop and maintain emergency response plans for all projects.
- Conduct regular drills and training to ensure preparedness for emergencies.

### **5. Health and Well-being:**

- Promote the health and well-being of employees through workplace wellness programs.
- Provide resources and support for mental health and stress management.

## **Responsibilities**

- Management: Ensure the effective implementation of the Health & Safety Policy and provide the necessary resources.

- Health & Safety Team: Oversee health and safety activities, conduct audits, and report on health and safety performance.
- Project Managers: Ensure project-specific health and safety plans are developed and adhered to.
- Employees and Subcontractors: Comply with health and safety procedures and contribute to maintaining a safe working environment.

### **Review and Continuous Improvement**

This Health & Safety Policy will be reviewed annually to ensure its continuing suitability, adequacy, and effectiveness. Changes to the policy will be communicated to all employees and stakeholders.

By adhering to this Health & Safety Policy, Thornwood Design and Build commits to fostering a culture of safety and well-being in all our operations.

Signed: Thomas Burton

Date: 1<sup>st</sup> April 2024



Position: Founder & Managing Director