



Health and Safety Management Policy

1. Mission Statement

CPC Ltd is committed to the safety and wellbeing of its employees and the general public, insofar as they come into contact with the company. It is the mutual responsibility of employees at all levels to maintain a safe working environment through the way we work and behave.

The company will do all that is reasonably practicable to prevent injury, property damage or the onset of ill health as a result of the work environment or reasonably foreseeable work hazards by eliminating hazards as far as is reasonably practicable and reducing occupational health and safety risks.

The company will comply with all legal requirements and other safety-related requirements to which it subscribes and will go beyond compliance by implementing systems to continually improve safety related performance and the OH&S Management System.

Furthermore the company will:

- Provide all employees with a safe and healthy working environment.
- Provide adequate training and instruction to allow employees to complete their work without risk to themselves or others
- Regularly appraise work environments, procedures and equipment to ensure safety is maintained.
- Commit to consult with and integrate the participation of workers and workers' representatives within matters that affect health safety and welfare.
- Seek advice where necessary from safety specialists.

2. Senior Leadership

Senior managers are ultimately responsible for the prevention of foreseeable harm to employees, property and to the general public within their area of management control.

Support will be given through the appointment of a manager with responsibility for overseeing health and safety management and the provision of resources to ensure safety and reduce the risk of accidents occurring.

3. The responsibility of Employees

All employees have a duty to co-operate with the Health and Safety management policy by:

- Working safely and adhering to company procedures taking action to minimise health and safety risks
- Using any protective equipment provided as directed
- Reporting incidents that have led, or may lead to injury or damage without undue delay
- Assisting in the investigation of accidents with the intention of introducing measures to remove hazards and prevent reoccurrence.

4. Framework for Objective-Setting

Objectives will be set at Group level, Premier Farnell Ltd by the element 14 team and relevant targets for individuals or facilities will be put in place to drive their achievement.

Objectives and targets focus on reducing the risk of harm to the lowest possible level and on promoting the health and wellbeing of employees. Targets will be cascaded to appropriate management teams and progress will be reviewed at least every 6 months

5. Communication of this Policy

This policy will be communicated to all staff during induction training and is displayed on staff notice boards within the building and also communicated by the company via the intranet and departmental managers, as appropriate to the business function. This policy will be communicated to Sub-contractors during contractor inductions and is included in the contractor induction pack. External interested parties will have access to this policy through the company CPC transactional website.

6. Policy Review

This Policy will be reviewed for suitability by managers with responsibility for Health and Safety Management and amendments will be proposed, as necessary and implemented as part of an annual review with senior management, to ensure that the policy continues to remain relevant and appropriate.

Chris Haworth
Managing Director
CPC Ltd
Issue 3. 08.02.24