

# HEALTH SAFETY & WELFARE POLICY



HIRE SOLUTIONS



GAP Group takes the health, safety and wellbeing of staff, visitors, and other interested parties seriously. We shall take all reasonable practical measures to minimise the risk to persons likely to be affected by our operations.

We shall comply with current Health & Safety Legislation and other requirements. We are committed to providing safe & healthy working conditions for the prevention of work-related injury and ill health. It is the intention of the Company, so far as is reasonably practicable, to ensure that:

- The provision and maintenance of plant and systems of work are safe and without risks to health.
- Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
- Adequate information is available with respect to articles and substances used at work detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.
- The provision of such information, instruction, training and supervision as is necessary to secure the health, safety and welfare at work of all employees.
- A commitment to consultation and participation of workers, and workers representatives, where applicable.
- With regard to any premises under our control or operations on which we are working, the maintenance of all plant, machinery and equipment so that they are safe to not only employees and sub-contractors but to any person who may be affected.
- Arrangements are in place to address road driving risks and workplace transport safety.
- The working environment of all employees is safe and without risks to health and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
- The company will always seek to continually improve in this area and adopt industry Best Practice where possible.
- The Health, Safety & Welfare Policy is appraised and updated annually or as and when necessary. Communication of any such changes will be made to all employees.
- Key Performance Indicators shall be reviewed at management review meetings where Health and Safety objectives will be set.

It shall be the duty of every employee at work:

- To take reasonable steps for the health and safety of himself/herself and of other persons who may be affected by his/her acts or omissions at work.
- Follow all requirements as described in this policy, as required to meet statutory obligation, or as instructed by the company.

Detailed information concerning Health and Safety that is applicable to all employees may be found in the Health, Safety & Manual which is held by Managers at individual Company premises.

A handwritten signature in blue ink that reads 'Douglas Anderson'.

**Douglas Anderson**

Joint Managing Director

A handwritten signature in blue ink that reads 'Iain M Anderson'.

**Iain Anderson**

Joint Managing Director

**June 2025**