

TRAD UK¹ will foster a culture of safety leadership and risk management throughout our operations to prevent work-related injuries and ill health. TRAD's Occupational Health and Safety (OH&S) Policy's objective is the continual improvement in OH&S performance and the prevention of injury and ill health to those who may be affected by our undertakings. Our Personnel Engagement programme (PEP), is part of that continuing process to produce an even safer working environment for our people, our clients' operatives and the general public. We constantly evaluate our work practices to strive to be always at the forefront of OH&S compliance, innovation and good practice. TRAD are committed to the following:

- a) Providing safe and healthy working conditions for the prevention of work related injury and ill health (including employees, workers and the general public), which is appropriate to the purpose, size and context of our organisation and to the specific nature of our OH&S risks and OH&S opportunities);
- b) Providing a framework for setting OH&S objectives;
- c) Fulfilling legal requirements and other requirements;
- d) Eliminating hazards and reducing OH&S risks;
- e) Continual improvement of the OH&S management system (with senior management providing sufficient funds and resources);
- f) Consultation and participation of our workers and, where they exist, workers' representatives.
- g) Prevention of damage to or loss of any plant, equipment, property, materials or products;
- h) Prevention of events that may otherwise be detrimental to efficiency and/or prestige.

The Policy, Manual and Safety Management System (SMS) is applicable to all TRAD employees, workers and all persons whose presence is necessary at TRAD premises, construction sites or workplaces. This includes the employees of subcontractors, self-employed persons and consulting design practices.

TRAD operate a SMS based upon a process of 'Continuous Improvement management and performance' in line with – but not certificated to – 45001:2018. The OH&S policy shall:

- be available as documented information (including being made available on TRAD's website);
- be communicated within the organisation;
- be available to interested parties, as appropriate; and
- be and remain relevant and appropriate.


The application and promotion of the Policy, Manual and SMS is the responsibility of TRAD's Senior Management (and please see TRAD's OH&S Manual for details of organisation, arrangements and processes etc). Whilst duties and tasks may be delegated, the overall responsibility remains that of Senior Management to ensure that the Company complies with all relevant statutory health and safety legislation, common law and Approved Codes of Practice. The company is committed to complying with all such applicable legal requirements, and with other requirements to which the company subscribes, including the resources and commitment to fulfil our compliance obligations, and firmly state that at no time will safety be compromised for any other objective.

Individuals can make important contributions to the development and implementation of policies and arrangements and TRAD will actively encourage involvement and engagement of employees and workers either directly or through their representatives.

TRAD will ensure adequate provision will be made for our employees and workers' welfare needs while carrying out their tasks and will put in place measures to prevent ill-health associated with the work (such as compliance with asbestos management plans to prevent the risk of exposure). For contracting works, TRAD will take into account at tendering stage and throughout the project's life time, those factors which assist in eliminating injury, damage and waste; and will investigate all incidents and put in place measures to prevent reoccurrence.

This Policy, Manual and SMS shall be reviewed as a minimum annually and kept up to date by the Managing Directors named below, to take into account changes in legislation and guidance, and learnt lessons from incidents and near misses, and remain relevant and appropriate to the company, reflect changes in the nature and range of activities carried out by the company and take advantage of operational experience, negative and positive, as often as may be necessary.

For and on behalf of TRAD:

Signed:		Colin Dobson Managing Director
Signed:		Jim Gorman Deputy Managing Director
Date:	1 st September 2021	
Review	Annually	

¹ Note: TRAD UK is a brand name for Trad Hire & Sales Ltd.