



OCCUPATIONAL HEALTH AND SAFETY POLICY

TMCH/IRCH is committed to providing and maintaining a safe and healthy environment for all employees contractors, subcontractors and visitors to the site.

To ensure a safe and healthy environment Management will:

- Comply with all relevant health and safety legislation, standards and codes of practice pertaining to this industry.
- Encourage the accurate and timely reporting and recording of all accidents and incidents, including early reporting of any pain or discomfort.
- Investigate all reported accidents and incidents to identify contributing factors, and where appropriate, implement corrective actions.
- Identify all existing and new hazards, assess the associated risk and implement sufficient control measures to reduce the risk to an acceptable level.
- Identify hazards and their associated risks of any new plant, machinery, equipment or processes introduced into the workplace and implement sufficient control measure to ensure the residual risk is to an acceptable level.
- Ensure all employees are made aware of the hazards/risks in their work area and are adequately trained to perform their duties in a safe manner.
- Encourage employee consultation and participation in all matters relating to health and safety
- Promote a system of continuous improvement, including the annual/biennial review of policies and procedures.
- Support the safe and early return to work of injured employees.
- Set health and safety objectives and annually review these.
- All Managers and supervisors are accountable for the health and safety performance of employees, contractors, sub-contractors and visitors within their work area. Responsibilities include: A commitment to the accurate reporting and recording of all H&S data, high standards of housekeeping and hygiene, effective hazard and risk management, competency training, accident reporting, emergency response and annual internal audits. Management positions are reviewed annually against the performance of these health and safety responsibilities.
- Review and assess what practical experience new employees have on the machinery they have been employed to operate and ensure additional training if deemed necessary.
- Ensure all contractors and subcontractors are actively managing health and safety for themselves and their employees.

Each employee is expected to help maintain a safe and healthy workplace through:

- Actively contributing to hazard identification and risk management.
- Participating in health and safety training and forums for health and safety e.g. bimonthly meetings, toolboxes.
- Reporting all accidents, incidents and hazards promptly and accurately.
- Early reporting of any pain or discomfort.
- Properly using all safety equipment and clothing provided.
- Following all safe work procedures, rules and instructions and encouraging others to do the same.
- Ensuring no action or inaction of yours harms any other person.
- Participating in the company's return to work programme for their safe and early return to work.

Signed: _____

I. K. Raebuck

Director

Date: _____

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