



Health and Safety Policy

SWM Waste & Recycling Limited is committed to a safe and healthy working environment for everyone using the premises as a place of work, visiting on business and anyone who may be affected by the companies work activities outside of the business.

Management will:

- Set health and safety objectives and performance criteria for all managers and work areas Annually review health and safety objectives and managers' performance
- Encourage accurate and timely reporting and recording of all incidents and injuries
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action
- Actively encourage the early reporting of any pain or discomfort experienced in the workplace
- Provide the necessary resources to comply with the Health and Safety at Work Act 1974.
- Identify all existing and new hazards and take all practicable steps to eliminate or minimise the exposure to any hazards
- Ensure that all employees are made aware of the hazards in their work areas through information, instruction and training so they can carry out their duties in a safe manner, also providing them with adequate supervision.
- Encourage employee consultation and participation in all health and safety matters.
- Ensure that all visitors, public, contractors and subcontractors are actively managing health and safety for themselves and (if relevant) their employees
- Provide and maintain safe plant and equipment, suitable for the work task and environment
- Meet legal obligations as specified in the legislation, codes of practice and any relevant standards or guidelines.

Every manager, supervisor or foreperson is accountable to the employer for the health and safety of employees working under their direction.

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

- Share in the commitment to health and safety.
- Following all safe work procedures, rules and instructions
- Proper use of all safety equipment and clothing provided
- Reporting all incidents, injuries and hazards to the appropriate person, including behaviour which could result in a failing under stator duty requirements.
- Cooperate with the company, completing all training provided as part of the company's statutory duty and to operate plant/machinery/equipment in line with that training.

The Health and Safety Committee includes representatives from senior management and elected department representatives. The Committee is responsible for implementing, monitoring, reviewing and planning health and safety policies, systems and practices.

Signed: Manjiv Majwani
Manjiv Majwani
Managing Director

Date: 18/04/2023