

SHEQ-PO-01.1 Health and Safety Policy

Glenfield Invicta Ltd is committed to fulfilling its responsibilities under the Health and Safety at Work etc Act 1974, ISO 45001:2018, and other relevant safety legislation concerning its employees and others. Our policy is to provide and maintain safe and healthy working conditions, transportation, equipment, and systems of work for all employees. We also acknowledge our responsibility for the health and safety of other individuals who may be affected by our activities and will proactively work to prevent injury, ill health, damage, and loss to both property and the environment arising from our the supply and installation of valves/ penstocks, and ancillary services.

The company accepts its responsibility to:

1. Provide and maintain safe and healthy working conditions on our premises, adhering to relevant statutory requirements, and ensure all employees are aware of their health and safety responsibilities.
2. Foster an interest in health and safety throughout the company's activities, promoting constant awareness and responsibility for these matters at work, with management setting an example in safe behavior.
3. Provide relevant training to assist employees at all levels in performing their work safely and efficiently.
4. Make available appropriate safety devices and protective equipment and ensure their proper use through supervision.
5. Actively conduct risk assessments of all aspects of the business.
6. Communicate all new company or legal instructions regarding health and safety to all employees, keeping them informed of standards, codes of practice, and relevant statutory provisions.
7. Establish and regularly review objectives and legal obligations to continually improve safe systems of work, recording these in regular management reviews.

Employees of the company have a duty to co-operate by:

1. Working safely and efficiently, considering their own safety and that of others who may be affected by their actions or omissions.
2. Properly using safety devices and protective equipment provided and comply with statutory obligations.
3. Reporting any incidents that have or could have caused injury or damage and following the correct accident reporting procedure.
4. Cooperating in the investigation of accidents to introduce measures to minimise the possibility of recurrence.
5. Adhering to company procedures and observing instructions designed to protect health and safety.
6. Participating in health and safety consultations, accident prevention, environmental issues, policies, plans, and procedures at all levels of employment.
7. Attending regularly held health and safety meetings.

This health and safety policy statement will be communicated to all employees of the company and interested third parties.



Paul Boyden, Managing Director

Date: 24th April 2025

Policy Review Date: 24th April 2026

Document Title	Health and Safety Policy	Document Number	SHEQ-PO-01.1
Author	Iain Johnstone	Version Number	1
Approved for Authorisation by	Paul Boyden	Approval Date	24/04/2025