

## **MARSTON'S PLC**

### **COMPANY POLICY ON HEALTH & SAFETY AT WORK**

The Company, through its Board of Directors, recognises fully its legal responsibilities for the health and safety of its employees and others who may be placed at risk by its operations. As such, the Company undertakes to ensure, so far as is reasonably practicable, to discharge these responsibilities and will:

- a) avoid the use of hazardous materials or when this is unavoidable, institute effective protective measures;
- b) establish and maintain procedures to ensure that plant, equipment and processes are reviewed from a health and safety standpoint before being installed or changed and that any necessary safeguards are incorporated and thereafter maintained;
- c) ensure that safe places of work and safe operating practices are established and maintained.
- d) ensure with regard to any particular job that the employees concerned have sufficient information, instruction, training and supervision that will enable them to avoid hazards and to contribute in a positive way to their own safety and health at work;
- e) make and maintain arrangements for the consultation and participation of employees in establishing effective co-operation, in the promotion and development of measures to ensure the health and safety at work of employees, and in checking the effectiveness of those measures. These arrangements will include the establishment of safety committees consisting of management and employee representatives chaired by an appropriate level manager so as to facilitate the effective working of the committee.

The aim of this policy is to encourage the active co-operation of managers, supervisors and other employees to ensure the health and safety of all people who are involved with the Company.

#### **Implementation of the Policy**

A Code of Practice will be published which will interpret and amplify operating practices necessary to comply with this policy.

The Board has delegated to the Corporate Risk Director the responsibility of establishing and maintaining the organisation to see that the aims set out in this policy document are observed and monitored, together with the preparation, revision and training associated with the Code of Practice. The Manager within each Department is responsible for ensuring that the requirements of the Code of Practice regarding the plant and premises within their control are adhered to. The Company Health and Safety Managers are responsible for providing advice to Managers and employees on the steps to be taken to protect the health and safety of employees and to monitor the implementation of those steps.

#### **Employees Responsibilities**

Employees have a significant role to play in the achievement of a successful health and safety programme. Indeed, the Health and Safety at Work etc. Act, 1974, places the following duties on the employees:

- a) to take reasonable care for the health and safety of themselves as an individual and of other persons who may be affected by its acts or omissions at work;
- b) to co-operate with his employer as far as is necessary to enable that employer to comply with the duties placed upon him;
- c) not to interface with or misuse any services or facility provided in the interests of health, safety and welfare.



**Ralph Findlay, Chief Executive**