



Health and Safety Policy Statement

1. Objective

Fusion Industrial Ltd has its objective to provide a safe, healthy and efficient place of work for its employees. This policy is therefore designed to eliminate all possible risks of injury, damage or wastage.

Policy Statement

The Company recognises its responsibility so far as it is within its power to do so, to prevent injuries or damage to health of the employees to third parties and every reasonable effort will be made to provide safe, healthy working conditions. To achieve this active co – operation of all employees is essential. Employees are under a legal obligation to co – operate with management in health, safety and welfare matters and everyone is expected to work and act in such a way that exposure to the possibility of accidents is minimised. The Company will make available Safety Training and provide personal protective equipment when necessary. All employees will be required to use appropriate safety equipment at all times and be required to treat them in a reasonable manner.

Responsibilities

- 1. The Directors will be responsible for the overall Health and Safety Policy and for insuring the policy is carried out.**
- 2. The Managing Director will be responsible for the Safe Working Conditions throughout the administrative function and for ensuring The Safety Policy as adhered to, monitored and updated.**
- 3. The Operations Director will be responsible for Safe Working Conditions throughout the production function and for ensuring the same is monitored and updated.**

- 4. The Senior Foreman and Departmental Supervisor will have a Similar role for Safe Working Conditions in all Areas under their control. Most safety rules have to reach employees through their immediate supervisor, whose principle duties are as follows.**
- a. To ensure effective communications to employees on Safety procedures, rules and safe operating methods. To receive from employees reports or hazards, faulty equipment, etc and to take remedial action accordingly.**
 - b. To teach employees the hazards of the job and how to avoid them, (personalised training to written programmes developed from analysis of the job, including safety procedures) this requiring instruction of the individual stressing safety points.**
 - c. To ensure that cleanliness, tidiness and all that contributes to “Good Housekeeping” is of the highest possible standard.**
 - d. To see that safety equipment and protective clothing required for each operation is readily available and used.**
 - e. To take prompt corrective action when an unsafe condition and unsafe acts are noted.**
 - f. To see all injuries are reported and treated properly.**
 - g. To investigate, report and find the cause of all accidents in their departments including those which result in only minor injuries or damage to plant with no injury.**
 - h. To conduct monthly Safety inspections of their departments. This includes a careful check of any new relocated equipment before it commences operation.**
 - i. To ensure all site staff are fully aware with Company requirements for staff working out on site and to ensure that they familiarise themselves with site Health and Safety Regulations.**

Employees

All employees, irrespective of status are responsible on a personal basis as follows.

- 1. For been familiar with the Company’s Safety Policy and procedures**
- 2. For knowing and complying with safety rules that apply to their work. Some rules have a general application like those applying to fire risks and in view of the potential seriousness of these risks it is necessary to be strict about the application and enforcement of these rules.**
- 2. For working with due care and attention at all times. Whilst it is Managements responsibility to provide and maintain the necessary equipment and in all cases there is a legal obligation for the employee to look after it.**

The Company may suspend from work or dismiss any employee on Medical grounds if it is necessary for the Company to comply with any requirements of statutory law or Health and Safety code of practice.

First Aid

If any injury, however slight is sustained at work immediate should be treatment obtained from a qualified first aider whose name can be obtained from the Department Supervisor. All accidents must be entered in the accident book immediately.

Fire

In the case of a fire, the following procedure must be strictly adhered to:

- 1. Sound the alarm by breaking the glass on the fire alarm system.**
- 2. Switch of all necessary machinery.**
- 3. Proceed in an orderly manner to your nearest exit and report to your designated assembly post. Detailed fire instructions are posted in each area of operation. These instructions must be followed in a calm manner which will assist the fire authorities in executing their duties. No one must re-enter the building for any reason until the direction is given to do so.**

Site staff

Must be familiar with Companies rules and regulations (copy required) regarding site workers, and they must familiarise themselves with customers site regulations and factory arrangements for Health and Safety matters before attending work on site.

Introduction of new plant and equipment

Where it is found necessary the acquisition of new plant and equipment will be discussed with employee representatives to ensure an understanding of why it is been purchased and the effects it will have on production and manning. The plant and equipment will be installed as per manufacturers' instructions. Training will be given to employees to ensure safety and effective operation of the said plant or equipment.

ORGANISATION FOR OPERATING SAFETY POLICY

Position

Board of Directors

Decide what Safety policy will be and ensure it is effectively implemented, communicated and maintained.

Managing Director

Ensure Health and Safety Policy is communicated to all administrative staff, and visitors to the section, and that policy is carried out and maintained.

Operations Director

Ensure Health and Safety policy is communicated to all production workers, and ensure the policy is carried out, and maintained (Including Drawing Office).

Senior Works Foreman & Department Supervisors

**Safe and efficient working procedures in their department.
Adequate induction and safety training of all new starters and employees moving from one job to another.
Implement and update training programmes as required. To issue and ensure all Safety equipment and protective clothing is used. To carry out safety checks as and when necessary and to implement corrective action where necessary.**

Joint Consultation

To enable safety methods to be discussed with all levels of employee a works committee has been established to which Health and Safety matters are discussed. The committee will meet at regular intervals, unless in an emergency when special meetings may be convened. The committee is authorised to make recommendations to Senior Management on all matters of Health and Safety.

The main function of the committee is as follows:

- 1. To provide a forum of discussion for formulation of safety policies and procedures and a channel by means of which these can be recommended for adoption by management.**
- 2. To Augment the work of supervision in communication on safety matters discussing unsafe conditions and practice which would no otherwise be properly dealt with and where possible agree on remedial action. It is not the role of the safety committee to deal with unsafe conditions or practices that can be dealt with by line management.**

Discipline

Any employee disregarding Health and Safety rules will be subject to normal disciplinary action as outlined in the Company's Code of Conduct.

General

Employees are required to observe all posted Safety and Fire regulations and to acquaint themselves with such and to other part of the Company's premises in which they go. In no circumstances may any employee, unless authorised by the Company attempt to repair or maintenance any plant, machines, equipment or to electrical devices, switches or wiring.

Employees are required where so directed to wear appropriate protective clothing and equipment i.e. Safety Shoes, Ear protection, Hand protection etc. The Department Supervisor is required to draw the attention of all staff and visitors to safety matters applying in their area. Every employee is required to report immediately to their supervisor every accident which they witness or is involved in for investigation purposes.

Every employee must take reasonable care for the Health and Safety of themselves ad others and do- operation with any Health and Safety duties imposed on the Company or any other person. No employee shall interfere with or misuse anything provided in the interest of Health, Safety and Welfare.

2 Company Health and Safety Policy

It is the policy of Fusion Industrial Ltd that Safety is an integral part of effective management. The working methods, processes and Services to be used are to be determined to achieve optimum performance, quality and safety.

The Company accepts an obligation therefore, to comply with all relevant legislation and codes of practice, to actively seek to reduce the risk of accidents, dangerous occurrences and hazards to health and safety.

The Company shall therefore promote safe working practices by :

- 1. Making the working environment safe and without risks, as far as is practicable.**
- 2. Controlling, as far as is practicable, hazards that cannot be completely eliminated by the provision of such protective equipment, clothing or similar, to protect against those hazards.**
- 3. Providing information, training, instructions and supervision in order to achieve safe working practices, thereby ensuring the health and safety of all employees.**
- 4. Ensuring the active participation of all employees in the Company's effort to promote the Health and Safety at Work Act 1974 and their own duties under section 7 and 8 of the Act.**
- 5. Considering the risks to persons not employed by the Company With the same care and attention given to employees, who may be effected by the Company's operations**
- 6. Ensuring as far as is practicable, that hazards are identified Risks assessed and safe systems of work employed.**
- 7. Regularly reviewing the procedures and instructions given to employees, and revising where required, in accordance with changing circumstances and increased knowledge.**

Signed.....

Managing Director.



