

HVAC & Refrigeration Engineering Ltd.

Health & Safety Policy

It is the policy of HVAC & Refrigeration Limited to provide a safe and healthy workplace for all its employees, contractors, suppliers and members of the general public.

OH&S objectives are established, implemented and reviewed through the Management Review Process. This process is also used to monitor the effectiveness of the Business Management System on a regular basis which HVAC & Refrigeration Engineering Limited is committed to continually improving.

HVAC & Refrigeration Engineering Limited is committed to the prevention of injury and ill health and the continual improvement of health & safety performance and will endeavour to achieve the aims of this policy by adhering to the following principles:

1. We will, in as far as is reasonably practicable, ensure that:

- Operations are conducted in a safe manner
- Adequate resources are provided to ensure that proper provision can be made for health & safety
- Risk assessments are carried out and periodically reviewed
- Systems of work are provided and maintained that are safe and without risks to health
- Arrangements for the use, handling, storage and transport of articles and substances at work are without risks to health & safety
- All employees are provided with such information, instruction and supervision as is necessary to secure their health & safety at work and the safety of others who may be affected by their action
- The provision and maintenance of all plant, machinery and equipment is safe and without risk to health
- The working environment of all employees is safe and without risk to health and that adequate provision is made with regard to the facilities and arrangements for their welfare at work
- There is safe access to and egress from the work place;
- At a minimum, we comply with relevant legislation and monitoring activities are undertaken to maintain these

2. It is the duty of all employees at work:

- To take reasonable care for their own health & safety and that of other persons who may be affected by their acts or omissions at work and to
- To co-operate with us in fulfilling our statutory duties
- Not to interfere with or misuse anything provided in the interest of health & safety

3. General:

- This Health & Safety Policy will be reviewed annually; amended and updated as and when necessary and communication of any such changes will be made to all employees
- There are established and maintained effective procedures for consultation and communication between all levels of management and employees on matters relating to health & safety and welfare.
- The Managing Director is responsible for the overall implementation of this Health & Safety Policy

Raymond Davidson

Managing Director

HVAC & Refrigeration Engineering Limited

July 2011