

Auxo Group **Health & Safety** **Policy**

This document is approved and authorised for application within Auxo Group and all associated subsidiary companies.



Ford Garrard, CEO

Last Review Date: November 2024

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Introduction

The Auxo Group Limited recognises and accepts its responsibilities under the Health and Safety at Work etc Act 1974 including the responsibility to:

- provide and maintain a safe and healthy place of work
- provide information, instruction, training and supervision
- ensure safe access to and from the places of work
- work to prevent accidents and work related ill health

General Health and Safety

The overall responsibility for health and safety lies with the CEO of the Auxo Group. Business Assurance and Line Managers have the day to day responsibility for managing health and safety.

Top Management are committed to achieving the highest standards of health and safety throughout the Auxo Group.

We are also committed to complying with the requirements of the Management of Health and Safety at Work Regulations 1999 and other Regulations that apply to the Company’s work activities.

The management team will ensure that assessments of all areas of work activities are carried out regularly, in order to identify hazards and work to prevent instances of injury, disease and dangerous occurrences arising.

Management are also committed to ensuring that the work done by the Auxo Group does not adversely affect the health and safety of any contractors or of members of the public.

Management are fully committed to providing safe and healthy working conditions and adequate welfare facilities for all employees.

The AUXO Group will strive to maintain excellence in health and safety matters and in this respect, employees and others are encouraged to co-operate with the management in all safety matters, to identify hazards and reduce the risk which may exist during work activities and to report any condition which may appear dangerous or unsatisfactory. The Auxo Group will at all times consult with the employees on these matters.

The senior management will, so far as reasonably practicable, ensure that the company provides adequate financial resources to meet these objectives.

Copies of this policy are to be available to all Auxo Group employees and other interested parties.

Directors’ Duties

The Directors will have at least basic knowledge and understanding of the Health and Safety at Work etc Act 1974 and its associated Regulations and Approved Codes of Practice.

It will be the responsibility of all Auxo Group Directors to keep all employees advised as to their responsibilities in respect of health and safety matters.

In order to protect the safety and health of employees and others affected by the Auxo Groups operations, the Directors will:

- Take reasonable steps to familiarise themselves with the hazards and risks associated with working at the Auxo Group and with the precautions which need to be taken to eliminate or control those risks
- Establish procedures to deal with any emergencies

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- Appoint a suitably trained and competent person to assist them in carrying out their health and safety duties
- Ensure that employees receive sufficient training and information so that they can carry out their duties safely and competently. Ensure adequate funds and facilities are available for this purpose. Before entrusting work tasks to employees, take into account their capabilities as regards health and safety and ensure that suitable Risk Assessments are carried out on any hazardous activity
- Initiate the timing and annual review of the Health and Safety Policy and ensure it is promoted to all employees and others working on behalf of the Auxo Group
- Ensure that all employees carry out the health and safety responsibilities allocated to them
- Ensure the safety performance of the Auxo Group is monitored and take action to remedy any identified deficiencies
- Ensure that adequate provision is made for welfare facilities and that adequate first aid provisions are made

Designated Health & Safety Person’s Duties

- To ensure that all Auxo Group Directors, managers and staff are aware of their individual Health and Safety responsibilities
- To initiate and/or recommend any changes, developments and amendments to the policy as and when necessary
- To inform the Health and Safety Executive of all notifiable accidents. Investigate any accidents or dangerous occurrences and recommend means of preventing re-occurrence
- To arrange appropriate training for all employees
- To create and maintain a Training Matrix for all staff
- To carry out Risk Assessments (including where appropriate, COSHH, Manual Handling etc) as needed.
- To ensure follow up action as needed
- To promote an interest and responsible attitude towards Health and Safety matters throughout the Company

This policy will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.

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