


SECTION 1: HEALTH, SAFETY AND WELFARE STATEMENT

1. It is The Company policy that its operations shall be conducted in such a way as to ensure, so far as is reasonably practicable, the health, safety, and welfare of all its employees. The company will also ensure that any of its activities will not adversely affect the health and safety of others, including the general public, children, contractors, subcontractors, etc.
2. Southbay operates a management system which meets the requirements of ISO 45001:2018. The company requires high standards of safety, health, and welfare to be achieved and constantly maintained at all its sites, workshop, and offices. There is also the need to have a strong commitment to the protection of the environment and to minimise waste. Therefore, the company's Environmental Policy Statement is set out in this policy document to support this commitment.
3. The safety policy will be regularly reviewed and monitored in order to meet current legal requirements. All new legislation, codes of practice, etc. will be considered as necessary, and all significant changes will be made to the policy to ensure it continues to reflect working practices.
4. This policy and all revisions of it will be brought to the attention of all employees by the Managing Director in compliance with the company procedures.
5. The company will ensure compliance with the requirements of the policy by maintaining a thorough monitoring programme. Continually seek to improve our performance through application of lean and agile methodologies and processes. If the company feels any part of the policy is not effective, appropriate steps will be taken to rectify the problem.
6. All matters concerning health and safety will be implemented only after full consultation with employees. The employees have the right to nominate safety representatives, under the **Safety Representatives and Safety Committee Regulations 1997**, and request the organisation of a safety committee. The company recognises there is a requirement to consult with employees under provisions of **The Construction (Design and Management) Regulations 2015** and the **Health and Safety (Consultation with Employees) Regulations 1996** and **The Management of Health and Safety at Work Regulations 1999** and will therefore encourages full employee participation in all matters relating to health and safety. Employees will be afforded every opportunity to discuss health and safety issues with a senior management representative, or with the visiting safety adviser should the employee choose to do so.
7. The company will ensure that all relevant safety and health training will be undertaken and that all the necessary information required to do a job safely will be forwarded to the appropriate parties. The Managing Director and directors will also ensure that sufficient resources are available to meet all reasonable health and safety requirements.
8. It is the function of management to provide all the necessary requirements in order to carry out work in a safe manner. However, no safety policy can function properly without the support and co-operation of all its employees. Therefore, the company reminds its employees that they have a legal duty not only to work in a safe manner, but also to co-operate in efforts to create safe and healthy working conditions.
9. The company has introduced a hazard reporting programme, 'Don't Walk By', everyone in Southbay is encouraged to report for immediate action anything they consider to be unsafe.
10. **Dwayne Francis** has been appointed as the Health and Safety Manager and alongside **Connor Kirby** as our health and safety advisor to the company will advise and assist in implementing procedures to meet statutory obligations and the objectives set out in this policy.


Signed:
Director Responsible for Safety, Health and Welfare.

Date:10/04/2026.....