



We are fully committed to preventing injury and ill health and for the continual improvement in Occupational Health & Safety (OH&S) management and OH&S performance which are incorporated within our Integrated business management system.

The operations of John O'Conner are carried out with the focus of the health & safety of our employees, those who work with us and members of the public at all times to prevent accidents/incidents and cases of ill health.

We have an extremely positive Health & Safety Culture and aim to achieve the extremely high standards of Health & Safety we aspire to.

As the Managing Director, I regard the promotion of OH&S measures as a mutual objective for all people who work on behalf of John O'Conner (Grounds Maintenance) Limited. The Directors, Regional Managers, Contract, Workshop and departmental managers and I are responsible for controlling all aspects of Health & Safety, through effective monitoring and implementing appropriate objectives.

The business management system has been developed to assist the company, our managers and employees in their commitment and obligation to comply with applicable legal requirements such as the Health and Safety at Work Act 1974, associated Regulations, Agreed Codes of Practice, Guidance Notes and requirements of ISO45001:2015.

We recognise the need to achieve the best practicable standards in preventing accidents, injuries and ill health to employees and in doing so will ensure a priority is given to the assessment of risk and subsequent health and safety planning and to ensure the provision of proper information, instruction, training and supervision.

Employees at all levels are trained, instructed and / or supervised to secure their safety and health at work plus the safety of others who may be affected by their actions. They will conform to any instructions appropriate to safety, given by persons invested with the responsibility for health and safety.

Personnel within the organisation are encouraged to do all that is sensible to prevent injury to themselves and others, and to prevent property damage. Where an employee works on our customers' sites, we will ensure that the customer maintains a safe and healthy environment. We will not place them in a potentially dangerous situation and will cease work, withdraw labour and inform the customer of any departures from health, safety and welfare reported within their work environment and infrastructure.

We recognise the importance of workforce involvement in all Health & Safety matters. As part of our Management System we have established, implemented and maintained effective processes for consultation and communication between all levels of management and employees on all matters relating to health, safety and welfare.

We ensure employees are consulted and involved in operating the safety policy and the communication exists between employees and management teams when developing operating procedures and risk assessments

Effective communication avenues exist between customers, sub-contractors, suppliers and any other person who may be affected by our work.

This policy has been communicated to all persons working under our control. It is reviewed for relevance and appropriateness, at least annually and at the management review. Communication of any such changes will be made with all employees. Where any interested parties request a copy, it will be issued as uncontrolled.

Signed:

Date: 23/09/2019

Matt O'Conner
 Managing Director

This Policy is displayed at Head Office and at all depots

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