

Ref. No:	IMS-POL-02	<h1>Health, Safety & Welfare Policy</h1> <p>(See QA-M-01)</p>	
Rev. Status:	04 APR 21		

Nicol of Skene Ltd is committed to the prevention of injury and ill health to all workers and considers that Health, Safety and Welfare is a management responsibility equal to that of any other function.

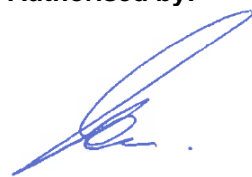
The purpose of this policy is to set out the framework for setting objectives and the processes and procedures that, through correct delegation of duties, will as far as reasonably practicable:

- Provide safe and healthy working conditions for the prevention of work-related injury and / or ill health.
- Ensure the consultation and participation of workers and workers representatives in all aspects of the health and safety management system.
- Eliminate Hazards and reduce occupational health and safety risks using the hierarchy of controls.
- Provide and maintain safe and suitable plant and equipment for use by trained and competent workers.
- Provide the essential, relevant and appropriate level of health and safety information, instruction and training for all employees and other persons working under the control of Nicol of Skene. Maintain worker awareness of health and safety issues and create opportunities for increasing the effectiveness of this policy.
- Ensure that this policy is available to and understood by all workers.
- Identify and ensure compliance with all current Health and Safety legislation and other applicable regulations relevant to our work activities.
- Monitor the performance of our work against this policy statement.
- Seek to continually improve the Safety, Health and Welfare performance of NICOL.
- Make regular reviews of this policy to ensure that it continues to reflect the business of NICOL and initiate improvements where appropriate.

KEY HEALTH & SAFETY AIMS as noted below are numerically defined and revised at regular Management System Review meetings

- Eliminate or minimise the occurrence of accidents.
- Increase the reporting of near misses and safety observations.
- Eliminate or significantly reduce the frequency of buried service strikes.

Authorised by:



Peter-Jon Cowe

Chief Operating Officer

Date: 06th January 2025

Next Review Due: January 2026