

# NUCOLOUR LTD

86-90 Paul St, EC2A 4NE | hr@nucolour.co.uk | 03301 333 420

## HEALTH & SAFETY POLICY

### 1. Policy Statement

At NuColour Ltd, we are committed to ensuring the health, safety, and well-being of all employees, subcontractors, clients, and visitors to our workplaces. We recognise that a safe working environment is essential for productivity, compliance, and overall business success.

Our company follows industry best practices and UK health & safety regulations, utilising Bright Safe, our dedicated health & safety management system, to ensure compliance, risk assessment, and safety monitoring at all times.

This policy applies to all NuColour Ltd employees, contractors, and stakeholders involved in our operations.

### 2. Legal Compliance

NuColour Ltd ensures full compliance with the following legislation:

The Health and Safety at Work Act 1974  
The Management of Health and Safety at Work Regulations 1999  
The Control of Substances Hazardous to Health (COSHH) Regulations 2002  
The Workplace (Health, Safety and Welfare) Regulations 1992  
The Provision and Use of Work Equipment Regulations 1998 (PUWER)  
The Working at Height Regulations 2005  
The Personal Protective Equipment (PPE) Regulations 2018

We use Bright Safe to manage risk assessments, incident reporting, audits, and compliance monitoring, ensuring safe working environments across all projects.

### 3. Health & Safety Objectives

NuColour Ltd is committed to:

Eliminating or reducing workplace hazards through risk assessments and preventive measures.  
Providing a safe and secure working environment for employees, subcontractors, and clients.  
Ensuring all staff receive adequate training on health & safety procedures.  
Complying with COSHH regulations when handling hazardous materials.  
Providing appropriate PPE and safety equipment for all employees.  
Maintaining a proactive reporting culture using Bright Safe's incident reporting system.

### 4. Risk Management & Control Measures

NuColour Ltd follows a structured risk assessment process to identify, evaluate, and control risks associated with our operations.

#### 4.1. Risk Assessments

Site-specific risk assessments are conducted before commencing any project.  
COSHH assessments ensure safe handling and disposal of hazardous substances.  
Manual handling risk assessments protect employees from lifting-related injuries.  
Fire risk assessments ensure compliance with fire safety regulations.

## 4.2. Safe Systems of Work (SSOW)

Work at height procedures ensure safe use of scaffolding, MEWPs, and ladders.  
Confined space entry safety protocols prevent exposure to hazardous environments.  
Electrical safety procedures prevent risks associated with power tools and equipment.

## 5. Employee Training & Competency

We ensure that all employees and subcontractors receive adequate health & safety training through:

Induction training covering workplace hazards, PPE usage, and emergency procedures.  
Ongoing health & safety training via Bright Safe's e-learning platform.  
Toolbox talks conducted regularly to refresh employees on safety measures.  
Specialist training for working at height, COSHH, and confined spaces.

All employees are required to demonstrate competency before performing high-risk tasks.

## 6. PPE (Personal Protective Equipment) Policy

NuColour Ltd provides appropriate PPE to all employees, including:

Respiratory protection for spray painting and hazardous substance exposure.  
High-visibility clothing for site work.  
Gloves, eye protection, and hearing protection as required.  
Fall arrest harnesses for working at height.

Employees are responsible for correctly using and maintaining PPE at all times.

## 7. Health & Wellbeing in the Workplace

We prioritise employee physical and mental well-being by:

Providing access to occupational health support and well-being programs.  
Encouraging open discussions about stress and mental health.  
Ensuring all employees take scheduled breaks and avoid excessive fatigue.

## 8. Incident Reporting & Emergency Procedures

NuColour Ltd encourages a proactive safety culture, ensuring all incidents, near misses, and accidents are reported immediately through Bright Safe's incident management system.

### 8.1. Incident Reporting Process

All workplace accidents, near misses, and hazards must be reported via Bright Safe.  
Managers will investigate incidents promptly and implement corrective actions.  
Records of incidents are reviewed regularly to prevent recurrence.

### 8.2. Emergency Response Procedures

First aid kits and trained first aiders are available on all sites.  
Fire evacuation drills are conducted periodically.  
Emergency contact details are displayed at all work locations.

## 9. Responsibilities

### 9.1. Employer Responsibilities (NuColour Ltd)

Provide a safe and compliant workplace for all employees and subcontractors.  
Ensure all risk assessments, policies, and procedures are up to date.  
Monitor workplace safety using Bright Safe and conduct regular audits.  
Provide employees with proper training, PPE, and equipment.

## 9.2. Employee Responsibilities

Follow all company health & safety procedures.  
Use PPE correctly and report any defective equipment.  
Report hazards, incidents, or unsafe practices immediately.  
Participate in safety training and toolbox talks.

## **10. Monitoring & Continuous Improvement**

NuColour Ltd is committed to continually improving health & safety performance through:

Annual reviews of policies and procedures.  
Regular site safety audits and inspections.  
Engagement with employees and subcontractors to promote a positive safety culture.  
Using Bright Safe's analytics tools to track and enhance health & safety standards.

**Last Reviewed: 05.01.2026**

**Next Review Date: 05.01.2027**

For further information, please contact:

03301 333 420  
hr@nucolour.co.uk