

HEALTH & SAFETY POLICY UK

JULY 2023



Ideal Standard

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UK HEALTH AND SAFETY POLICY STATEMENT

This statement is the Ideal Standard (UK) Ltd. Policy of Health and Safety at Work made in accordance with section 2 (3) of Health and Safety at Work Act 1974 and Regulation 5 of the Management of Health and Safety at Work Regulations [MHSWR]1999.

1. Ideal Standard (UK) Ltd. is committed to ensuring the health, safety and welfare of all employees. Ideal Standard (UK) Ltd. places health, safety and welfare as important as production, quality and cost control. Safeguarding the health and safety of contractors, visitors and customers is equally important.
2. We consider that health and safety is an integral component of business management systems and as such contributes to overall Company performance by reducing injuries and ill health, protecting the environment and reducing unnecessary losses and liability.
3. The approach to injury and ill health adopted by Ideal Standard (UK) Ltd. is one based on the systematic identification and control of risk. This approach is dynamic and responds to changes in both the business and legislation and is based on the principles of prevention in accordance with Regulation 4 of the MHSWR 1999.
4. The broad principles set out in the Ideal Standard UK Policy Statement should be read in conjunction with The Policy Manual. This manual contains the arrangements for health and safety management, including specific roles of identified individuals, with the aim to prevent accidents and cases of work related ill health arising from all Ideal Standard UK work activities.
5. Whilst everyone has a responsibility towards their own and other person's health and safety it is accepted that ultimate responsibilities lie with the UK Cluster Leadership Team. The Company's disposition, however, is that the organisation and control of health and safety issues are substantially delegated to function and site managers, specialist occupational health and safety advice being made available where necessary.

The function and site managers are required to:

- a. Establish and maintain, with the co-operation of all employees a healthy working environment, which is, so far as is reasonably practicable, safe and without risk of personal injury or adverse health effects.
- b. Provide adequate facilities and arrangements for employee welfare and encourage them to adopt a healthy lifestyle.

- c. Provide the human and financial resources to meet the requirements of the policy. Competent people, both internal and external where necessary, will be appointed.
- d. Provide adequate supervision, information, training and safe systems of work to ensure all employees are aware of work place hazards and their control systems.
- e. Encourage employees to bring to their leaders attention any hazards or proposals for improvements in health, safety and loss control for consideration. Each employee has the responsibility to co-operate on Policy requirements and an obligation to take reasonable care of his or her own health and safety and the safety of other people who may be affected by his or her acts or omissions. Employees must not interfere with arrangements and provisions made for the safety of themselves and others.
- f. Ensure as far as is reasonably practicable that the public and the environment are not exposed to risk arising from business activities.
- g. Ensure that adequate records of risk assessments and control measures are maintained and that they are communicated to all those affected and are readily available. These assessments will cover all aspects of health and safety performance
- h. Pursue continuous improvement in health and safety performance with compliance to legal requirements being the minimum standard.
- i. To consult with Employee Representatives and Safety Representatives appointed by recognised Trade Unions on matters connected with health and safety.

I firmly believe that progressive improvement in health and safety will be achieved through constant development, co-operation, involvement, regular performance reviews and good working practices.

Signed



Dated: May 2023

Lisa Whitfield
Managing Director, Ideal Standard (UK) Ltd

HEALTH AND SAFETY OBJECTIVES

The Senior Leadership Team believes that good health and safety performance will only be achieved if effective management systems are in place. Training in matters affecting health and safety will be given to all employees. Measurable standards of performance are expected, a process of continuous improvement and review will be applied to Health, Safety and Loss Control.

All sites and functions are expected to comply with the following objectives:

1. Continual reduction in accident frequency rates.
2. Complete all risk assessments required by UK legislation. Assessments are to be reviewed regularly and preventive and protective measures implemented based on general principles of prevention to minimise health and safety risks to employees, contractors, visitors and customers.
3. Develop and implement specific Health and Safety training plans.
4. Adopt adequate permit to work and contractor control policies to complement risk assessments.
5. Implement systems for recording and managing any incidents of property damage and loss.
6. Identify major cause of accidents and implement education training programmes designed to reduce numbers of incidents and improve safety.
7. Audit programmes to be conducted in line with regulatory and business health and safety requirements.
8. Implement and maintain health surveillance programmes to review effectiveness of preventive and protective measures and ensure no adverse effect to health of all employees from work activities.

ORGANISATION FOR HEALTH AND SAFETY AT WORK

General

The following details are to be read in conjunction with our Company statement of Policy. The primary purpose of this appendix is to clarify the arrangements established to minimise risks of injury and ill health and to prevent unsatisfactory working conditions.

Training

It is the policy of the Senior Leadership team to continue the training of all employees in matters affecting Health, Safety and Loss Control. This training must also include periodic refresher training to ensure that skills are maintained.

Responsibilities

The Business Leader delegates the responsibility for managing the Health, Safety and Loss Control policies to the appropriate Site and Functional Managers who will provide the pro-active guidance, support and training as necessary to ensure the implementation.

Duties of Senior Leadership Team

- a. To maintain appropriate arrangements for the management of Health and Safety in their areas of responsibility including human and financial resources to meet the requirements of the Policy.
- b. To ensure Leadership under their control understand and apply the Company Health and Safety Policy.
- c. To ensure Leadership are fully aware of their duties and are acquainted with any hazards encountered within the working environment under their control.
- d. To carry out periodic audits of Health and Safety arrangements in areas under their control ensuring all relevant notices are properly displayed and that all Health and Safety management systems are in place and applied. To assess the performance of leaders regarding compliance to Ideal Standard (UK) Ltd. Health and Safety standards/objectives.
- e. To ensure that matters affecting Health and Safety at Work are regular agenda items at meetings, induction and training sessions and records are maintained.
- f. To assist Leaders in the speedy resolution of any Health and Safety problems which may be referred to them.
- g. In accordance with Company policy, promote, stimulate and maintain interest in safety matters throughout their area of responsibility.
- h. To ensure that suitable and sufficient assessments are made and records kept of the extent to which any employee/visitor/contractor may be exposed to risk from hazards within the work environment. Such records to be readily available and communicated to those affected.

Duties of Site and Functional Managers

- a. To maintain a site Health and Safety manual incorporating the Company's statement of policy related to Health and Safety at Work, the Company objectives and up to date site arrangements for the management of Health and Safety at Work.
- b. Ensure human and financial resources to meet the requirements of the Policy.
- c. To ensure that all Leadership under their control put into effect the Company's Health and Safety Policy.
- d. To ensure that Leadership are fully aware of their safety duties and are acquainted with the types of hazards which may be encountered within their working environment and that of their employees.
- e. To ensure employees are trained in safety matters and are aware of their responsibility to report suspected hazards that may exist in the working environment, or work processes and maintaining records of training.
- f. To ensure adequate first aid and emergency response arrangements.
- g. To ensure that all accidents/dangerous occurrences are investigated, recorded and reported in accordance with Company procedures and ensure remedial actions to prevent a recurrence are completed.

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- h. To ensure that safety regulations and policies are displayed, understood and up-to-date. Ensure information on Health and Safety matters affecting employees is effectively communicated.
 - i. To ensure all new employees undergo training in relation to the Company Health and Safety Policy, local safety regulations and procedures, records of all training are maintained.
 - j. To carry out periodic inspections and audits of the area to ensure working conditions are satisfactory under the terms of current legislation.
 - k. To ensure that competent employees are appointed to assist the implementation of the Ideal Standard (UK) Ltd. Health and Safety policy and compliance with statutory provisions.
 - l. To ensure that suitable and sufficient assessments are completed, recording the extent that any employee/visitor/contractor may be exposed to risk from hazards within the work environment. Such records to be readily available and communicated to those affected.
 - m. To ensure that preventive and protective measures including safe systems of work are implemented and maintained.

Role and Responsibilities of the UK Health & Safety Manager and Site Based Safety Partners

- a. To assist and provide general guidance to all leaders and employees in the implementation of health and safety at work policies.
- b. To provide information on current best practice and legislation that is likely to impact upon the Company.
- c. To drive the Company's Health and Safety programme.
- d. To advise all employees on the maintenance of records required by legislation.
- e. To monitor and advise employees of hazards or risks identified from assessments and assist in the elimination or guarding against such hazards or risks.
- f. To provide regular reports on progress of health and safety policies to ensure effective monitoring and control.

Role of Health and Safety Steering Committee

The business recognises that the most effective way of moving forward on health and safety is to organise itself through Steering Committees with a cross representative membership. Its objectives are:

- a. To implement monitor and review working practices and systems.
- b. To maintain a current library of Health and Safety legislation.
- c. To identify and reduce risks throughout the business by utilising risk assessment procedures and follow up actions.

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- d. To review reported accidents or incidents, identifying and advising of trends.
 - e. To ensure audit recommendations are implemented.
 - f. To raise health and safety awareness using training, information, education and other initiatives.

General Duties of All Employees

- a. It is the duty of all employees while at work:
- b. To take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions whilst at work.
- c. As regards any duty or requirement imposed on Ideal Standard (UK) Ltd. to co-operate so far as is necessary to enable that duty or requirement to be performed or complied with.
- d. No one shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.
- e. Adhere to the Critical Safety Rules (UK Version).

CRITICAL SAFETY RULES (UK Version July 2023)

Purpose

Critical safety rules are those rules which when violated could be life threatening or lead to situations which may cause serious harm to the individual or others. Compliance with these rules is considered absolutely essential for the safety, health and welfare of all employees and visitors. Any violation will not be tolerated.

Applicability

Applies to all locations and to all employees worldwide as well as all visitors and contractors. Employees who fail to follow these mandatory rules may be suspended pending a complete and appropriate investigation. Termination of employment could be the outcome.

Violation of other (non-critical) safety rules will result in the administration of the local discipline process (i.e. use of a multi stage process of coaching/education, improvement programmes, written warning, suspension and if appropriate termination).

Contractors and visitors who violate these rules will be subject to immediate removal from the premises, regardless of position.

CRITICAL SAFETY RULES

No employee, contractor or visitor at Ideal Standard (UK) Ltd facilities or premises shall, at any time:

- 1. Violate procedures or rules that potentially present a life threatening situation, including but not limited to:**
 - a. Knowingly bypass a safety system without proper authorisation, including:
 - b. Violation of zero energy (shut down, lock-out/tag out) procedure.
 - c. Violation of permitting procedures (e.g. breaking in to pipes, use of flames, construction, excavation).
 - d. Violation of confined space entry procedure.
 - e. Bypass or removal of critical health and safety safeguards such as interlocks, light curtains, industrial hygiene monitoring devices and controls.
 - f. Fail to wear required critical safety equipment in areas where designated e.g. safety footwear, eye protection, gloves high vis, respiratory protection, (this list is not exhaustive)
 - g. Undertake "Horseplay", pranks or other disruptive behaviour on Company property or on Company business at any time.
 - h. Fighting on Company property or while on Company business.
 - i. Smoking in unauthorised areas.
 - j. Unauthorised use of a motorized vehicle (including automobiles, fork trucks, high lifts).
 - k. Knowingly perform duties in an unsafe manner resulting in actual or potential personal injury to self or to others.

The above should be considered as guidance and is not an exhaustive list of all situations.

- 2. Possess weapons, firearms, explosives or other illegal items and substances while on Company business or Company property.**

- 3. Work while under the influence of drugs, medications or alcohol (as follows):**

- a. Report to or work under the influence of illegal substances or alcohol.
- b. Work while taking prescription and/or over the counter medication which may cause impaired ability to perform the job.

With respect to the use of such medication the employees are to report to their leader before starting work, who may refer them to occupational health for further advice.

- 4. Commit sabotage; make threats to personnel or property or bomb threats.**

**THIS DOCUMENT DOES NOT ENCOMPASS ALL RULES
SEE IDEAL STANDARD AND LOCAL RULES, POLICIES AND PROCEDURES**

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