

## Health & Safety

John Nixon Limited is committed to ensuring the company's operations are undertaken by trained staff, observing safe working practises designed to protect the health, safety and welfare of all its employees, customers, suppliers, contractors and the public.

Health and Safety procedures which meet the requirements of current legislation and approved codes of practice have been created and implemented throughout the company which explain employee responsibilities and the required safe working methods. These are reviewed and audited in line with the company quality system.

### The company will:

- Identify significant risks and introduce all necessary control measures.
- Train all employees well and provide all necessary information, instruction and supervision to enable all employees to manage risk and safety responsibilities.
- Provide every employee with the right and duty to challenge unsafe practises.
- Regularly communicate to all about safety matters.
- Strive to improve our safety, accident and health performance through constantly reviewing our business, by monitoring our performance, and learning from any accident, incident, near miss or illness that may occur.
- Strive to achieve our Zero Lost Time accident objective.
- Comply with legislation and strive for best practise within the industry.
- Ensure that all employees are included in our safety culture and our safety mission.



Chris Nixon  
Managing Director



Graham Nixon  
Managing Director

## To achieve this goal we need the commitment from all employees of the company

### The Board (Chairman and Directors)

- Ensure resource is available to enable effective management of health and safety throughout the business.
- Monitor health and safety performance of the company and ensure that all appropriate action is taken.
- Introduce a strategy to ensure all health and safety policies and procedures are fully and properly implemented in all parts of the company.
- Drive and facilitate the implementation of action plans across the company to promote continuous safety improvement.
- Take action appropriate to ensure health and safety is at the forefront of company culture.
- Proactively work to ensure that the company promotes housekeeping practises to drive a safe, clean and clutter free environment.
- Ensure that adequate health and safety reviews, risk assessments, regular audits, and statutory requirements have been completed to ensure that the hazards to employees are identified and that any appropriate measures are implemented.

### Safety Committee

- Promote health and safety initiatives and best practice.
- Review health and safety trends and suggest action plans for improvement.
- Undertake projects to improve health and safety standards within the company.
- Provide a forum for employee health and safety feedback to be directly fed into the company health and safety strategic decision making process.
- Hold regular meetings to discuss health and safety performance.

### Managers (Operation, Group, Depot)

- Ensure that company health and safety procedures are effectively implemented at each depot.
- Ensure that adequate health and safety reviews, risk assessments,

regular audits, and statutory requirements have been completed to ensure that the hazards to employees are identified and that any appropriate measures are implemented.

- Ensure that all employees, visitors and contractors have the right information, training and supervision to act safely.
- Ensure that procedures are in place to report and investigate accidents, incidents and near misses promptly and in accordance with the law and company policy.
- Ensure that process is in place to allow employees to consult and communicate on health and safety issues.
- Review depot health and safety performance including audits, accident, incident and near miss trends and take appropriate action to prevent reoccurrence.
- To strive to continually improve safety performance.
- Ensure that housekeeping standards are maintained to provide a safe, clean and clutter free environment.
- Lead by example through demonstrating good safety awareness and following all company safety procedures, and correcting any evident poor practises.
- Report and encourage employees to report all safety issues.
- Consult and communicate with employees any relevant safety information and update employees on safety performance.

### Employees

- Demonstrate good safety awareness at all times.
- Encourage other employees to demonstrate good safety awareness.
- Follow all safety instruction training and advice and to always challenge non compliance.
- Ensure that company policy is always followed.
- Wear all protective clothing as required.
- Use all equipment provided for its intended purpose.
- Report all accidents, incidents and near misses immediately.
- Report all damages and any other safety matters or concern immediately.
- Proactively work to ensure that work areas are kept clean and clutter free.