



Health and Safety Policy

Lab Civils is committed to providing a workplace where employees and contractors can work without fear of suffering harm or work-related health issues.

Health and safety is a fundamental part of the Lab Civils approach and is factored into all aspects of the business. We believe that no task is so important or so urgent that it cannot be done safely.

We recognise – and we encourage our workforce to recognise – that all incidents are preventable. We pledge that health and safety will never be compromised by production, operational or business needs and that no deadline or customer demand will come before the safety of our workforce, partners or contractors.

Health and safety is the responsibility of each and every member of staff, although senior managers are responsible for ensuring staff members adhere to this policy and for leading by example.

All employees will undergo an induction at which a full health and safety briefing will be given, and will be required to sign to confirm that they have undertaken the induction.

Lab Civils will provide staff with essential Personal Protective Equipment (PPE) and renew this at appropriate intervals. Staff are expected to provide their own protective footwear and must use the PPE supplied in accordance with the appropriate training and instructions.

Lab Civils will carry out a risk assessment before a new contract commences to identify, control, reduce and, where possible, eliminate identifiable hazards. Employees will be encouraged to contribute to those assessments and to remain alert to the possibility of new hazards arising.

Staff will be encouraged to understand their own responsibility for identifying and countering risks and helping to protect themselves and their colleagues from harm. They are encouraged to speak up, contribute to debates and point out potential issues.

Method statements are a vital part of our business and will be produced for all tasks. These will be prepared with the health and safety of the workforce at their heart.

All incidents will be reported and investigated and appropriate remedial action will be taken to prevent repeat incidents.

The systems and processes that support our health and safety ambitions will comply with all relevant legislation, regulations and industry codes of practice.

This policy will be reviewed at least annually to ensure that the health and safety of our workforce remains at the heart of our business.