

GENERAL HEALTH AND SAFETY POLICY STATEMENT



General

Phoenix Frangrances Ltd recognises that complying with the Health and Safety at Work, etc. Act 1974 (and regulation made under it) is a legal requirement, not a matter of choice.

Policy

The ethos of the company is to develop, maintain and improve our ability to eliminate or control risks to health and safety; to meet expectations of employees, shareholders, customers and suppliers, and to satisfy legal requirements.

Our policy is to exceed the minimum requirements of the law where possible, with sufficient funds and resources allocated to achieve this.

We will also ensure that systems are in place that will enable us to properly assess risk, maintain, monitor and, where necessary, improve safety and health performance throughout all areas of our activities.

Included in these systems will be the means to provide effective communication and consultation on health and safety matters at all levels of the business.

Any information, instruction, training or supervision necessary to meet these commitments will be provided to all those who require it, whether it be permanent or temporary Employees, Agency workers, Contractors, Visitors, or any other, in order to enable them to perform their job safely and competently.

Responsibilities

In return, the company expects employees at all levels to exceed their minimum legal duties – these are set out in our organisational responsibilities.

This includes cooperating with us on safety matters and taking care of their own safety and that of others – whether from within, or outside the company – who may be affected by their actions or omissions.

Review and Audit

This policy, and the way it is operated, will be reviewed annually – or more often if the business changes in nature and size.

The overall health and safety management system will be subject to an appropriate audit process.

Any revision made to improve safety performance will be effectively communicated to employees and all other interested parties.

A J Dallimore

Tony Dallimore

Director

18th September 2018