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1. M&M Building Services Ltd Health and Safety Policy Statement

- Our Policy is to provide and maintain safe and healthy working conditions for all our employees, providing appropriate tools, equipment, operational processes and safe systems of work covering all our activities.
- Our management accepts the responsibility for applying the above and for providing information, instruction and training to achieve this purpose.
- We will ensure that every employee is aware that they must co-operate with and support the successful implementation of health and safety arrangements.
- We will monitor, audit and regularly review this policy and measure safety performance to enable continual improvement.
- We plan to minimise the risks created by work activities, products and services and to secure involvement and participation at all levels.
- We will assess risks to safety or health and implement all actions shown to be necessary.
- Should any of our activities endanger the health of any employee, such activities will be monitored and where necessary, arrangements for health surveillance made.
- Other people may be affected by our activities e.g. visitors, neighbours, contractors etc., and our management accept the responsibility to provide appropriate levels of safety for them.
- Our commitment to this policy will assist us to develop a positive health and safety culture throughout all areas and activities.
- All subcontractors will be required to comply with all current health and safety legislation.

Amandeep Deol
Owner
M&M Building Services Ltd
23 Summerlea
Slough
Berkshire
SL1 2YH

Signed.....

Date.....

2. Introduction to the M&M Building Services Ltd Health and Safety Policy

M&M Building Services Ltd recognises its responsibility to secure the safety, health and welfare of employees. This Policy specifies the arrangements made for this to be carried out, including available resources, the names of responsible persons, the co-operation required from employees, consultation procedures and available information.

3. Review of the Health and Safety Policy

Management will review this Policy annually.

4. Communication of the Health and Safety Policy to Employees

It is important that this Policy is read and acknowledged by all employees. It will be presented at induction to new employees and made available at all times thereafter.

5. Health and Safety Training

All employees need to know about:

- The Health and Safety Policy;
- The structure and system for delivering this Policy;
- The risks in their work activities that apply to them;
- Where applicable, The Construction (Design and Management) Regulations 2015, most importantly Part 3 which covers the Health and Safety duties and roles of designers and contractors.

All employees will receive induction training. Such training will cover - Fire Procedures, Warning Systems, actions to be taken on receiving warning, locations of exits/escape routes, evacuation and Assembly Procedures, First Aid/Injury reporting Procedures, names of First Aiders/Appointed Persons, issue of protective clothing/equipment and its use, instruction under COSHH, compulsory protection areas, thorough instruction applicable to their particular duties at work etc.

A training matrix will be developed to ensure each role holder has the right training to undertake their role competently. Training needs will be reviewed as a result of job changes, promotion, as a result of new activities or new technology, following an accident/incident and as a result of performance appraisal. Records of training will be kept for all employees.

6. Consultation with Employees

It is our policy to meaningfully consult with representatives of recognised Trades Unions or those elected as representatives of employee safety, so that Health and Safety can be promoted and controlled effectively. This includes: risks arising from their work, measures to reduce or control those risks, health and safety arrangements (including procedures and responsibilities), provision of training and information, planning of health and safety-related changes

7. Planning, Measuring, Auditing and Reviewing Safety Performance

- Planning

Our aim is to minimise the risks created by work activities. We will use Risk Assessment methods to decide priorities and set objectives for hazard elimination and risk control. Wherever possible, risks will be eliminated or minimised by the use of physical control measures. Where this is not possible, systems of work and personal protective equipment will be used to control risks. Performance standards will be established and performance measured against these.

- Measuring Performance

The success of any action taken to control risks will be assessed by thorough investigation of any accidents, ill health or incidents with the potential to cause harm or loss. We will aim to identify the underlying causes and take corrective action to prevent any recurrence.

- Auditing and Reviewing Performance

Safety Arrangements will be regularly audited, and regular reviews of performance will be carried out by management with the objective of continual improvement of policies, systems and procedures.

8. Health and Safety Responsibilities

To be efficient and effective in controlling risks we need to co-ordinate the activities of managers and employees to ensure everyone is clear about what they are expected to achieve.

Specific responsibilities are listed below. Directors, Managers, employees and outsourced organisations (if applicable) identified as having specific health and safety responsibilities will be held accountable for their performance.

Health & Safety Competent Person

The Company's Health & Safety Competent Person is:

Amandeep Deol

Health & Safety Nominee

The Company's Health & Safety Nominee is:

Amandeep Deol

The nominee has been allocated the following key areas of responsibility:

- Responsible for ensuring the monitoring of safety performance and reviewing of the Health and Safety Policy;
- Responsible for coordinating the communication of the Health and Safety Policy to employees;
- Responsible for Health and Safety Training and recording that it has taken place;
- Responsible for maintaining Accident Records and dealing with Reportable Accidents and Dangerous Occurrences is;
- Updating managers on new Health and Safety legislation and regulations and any potential impact on the business;
- Responsible for Fire Safety and ensuring a suitable Fire Risk Assessment is in place for any premises used by the business and the appropriate fire protection systems are in place;
- Responsible for monitoring and maintaining First Aid Supplies.

Director Responsibilities

- Ensuring Health and Safety risks have been assessed and significant risks reduced to an appropriate level;
- Ensuring the requirements of the health and safety management system are fully implemented within the company;
- Ensuring adequate resources are allocated for this policy to be carried out
- Ensuring health and safety is always considered at the planning stage when making any changes that may affect the health, safety or welfare of staff and subcontractors;
- Ensuring the reporting and investigation of all accident/incidents to identify learning or improvements needed to improve safety;
- Monitoring the effectiveness of the health and safety management system;
- Ensuring that line managers are accountable for health and safety in their areas.

Management Responsibilities

- Have adequate knowledge of the Health & Safety at Work Act 1974 and all other relevant construction legislation.
- The implementation of the safe working system, planning and risk assessment before any work commences.
- Adopting method statements to ensure safe conditions are maintained.
- Maintaining safe operation of all plant and equipment (including register of any test procedures or certification).
- Maintaining a safe and tidy place at work.
- Ensuring all appropriate personal protective equipment is provided and worn.
- Adopting the use of any permit to work systems.

Subcontractors (where relevant)

Nominated and appointed subcontractors must be aware of their obligations and take reasonable care for the health and safety of themselves and of all persons who may be affected by their acts or omissions. They should be in possession of a copy of the Company Health & Safety Policy.

All sub-contractors and self-employed persons engaged by the Company will comply with the requirements of the Company's Health & Safety Policy. Whilst working for the Company they will conduct their activities in accordance with the requirements of all current health & safety legislation, British Standards, Codes of Practice and Guidance issued by the Health and Safety Executive.

- Provide the Company with a copy of their Health and Safety Policy.

- Where a subcontractor does not have their own Health & Safety Policy they are required to comply with the Company's own Health & Safety Policy.
- Ensure that their activities are conducted safely, without risk to health and safety legislation.
- Ensure that all injuries sustained by their personnel are recorded in the Company's accident book.
- Co-operate with the Company's Site Supervisor.
- All subcontractors will be fully trained and able to produce any certificate of competence as maybe required.

Employees

There is a duty on all employees to take care of their own safety and that of others while at work. Co-operation is also required in using suitable protective equipment or clothing provided to safeguard safety and health and to enable the company to comply with the law. All our employees must comply with the Safety Rules contained in Section 11.

In addition, the Health and Safety at Work Act, 1974, places legal duties on all our employees.

These are:

1. To take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work;
 2. To co-operate with Management to enable the employer to carry out their legal duties or any requirements as may be imposed;
 3. Not to intentionally or recklessly interfere with, or misuse, any item provided in the interests of health, safety and welfare;
 4. To use machines, equipment, dangerous substances, transport equipment, means of production or safety devices provided by the employer, in accordance with the training and instructions received;
 5. To inform the employer or any other employee with specific health and safety responsibilities for fellow employees:
- Of any work situation where it is considered that the training and instruction received by themselves or a fellow employee, could represent a serious and imminent danger to their health and safety, and
 - Of any matter where it is considered that the training and instruction received by themselves or a fellow employee, could present a failure in the employer's protection arrangements for their health and safety, even where no immediate danger exists.

9. Rules covering Health and Safety at work

This section of our Health and Safety Policy specifies the safety rules in operation, which employees must adhere to. These rules are prepared in accordance with legal requirements and acknowledged safe working practices.

In addition to the legal duty imposed upon employees to comply with these rules, failure to observe them will be considered to be a breach of the Contract of Employment and will result in disciplinary action being taken. It should also be borne in mind that a breach of Health and Safety Legislation by an employee is a criminal offence and an Enforcing Officer could take action against an individual.

A) Working Practices

- Employees must not operate any item of plant or equipment unless they have been trained and authorised to do so;
- Employees must make full and proper use of all equipment guarding;
- Employees must report to management immediately any fault, damage, defect or malfunction in any item of plant, equipment or tool;
- Employees must not clean any moving item of plant or equipment;
- Employees must not leave any item of plant or equipment in motion whilst unattended unless

authorised to do so;

- Employees must not make any repairs or carry out maintenance work of any description unless authorised to do so;
- Employees must use all substances, chemicals, liquids etc. in accordance with instructions;
- Employees must observe all pedestrian and vehicle controls in force on the premises;

B) Hazard Warning Signs and Notices

Employees must comply with all hazard and warning signs and notices displayed on the premises.

C) Working Conditions and Environment

- Employees must make proper use of all equipment and facilities provided to control working conditions;
- Employees must keep stairways, passageways and work areas clear and in a clean and tidy condition;
- Employees must dispose of all rubbish, scrap and waste within the working area, using the facilities provided;
- Employees must use the correct methods when removing any article of waste for disposal;
- Employees must clear up spillages or liquids within the work area;
- Employees must not pollute watercourses, sewers or drains with chemicals or other substances.

D) Protective Clothing and Equipment

- Employees must use all items of protective clothing and equipment as instructed;
- Employees must report any damage, loss, fault or unsuitability of protective clothing or equipment to their supervisor;
- Where hazardous substances are involved all employees and subcontractors will wear suitable protective clothing, gloves and safety goggles and follow all necessary handling guidelines detailed in the manufacturers data sheets provided with the substances. It is the responsibility of each individual employee to adhere to the guidelines provided by the substance manufacturer in their data sheets. COSHH guidelines will be followed at all times and particular attention will be paid to minimise the risk of mishandling or misuse of any hazardous substances by any employee (including subcontracted staff) of M&M Building Services Ltd.

E) Fire Precautions

- Employees must comply with all laid down emergency procedures;
- Employees must not obstruct any Fire Escape Route, fire equipment or fire doors;
- Employees must report any use of firefighting equipment to their supervisor.

F) Company Transport

- Employees with company vehicles must carry out regular checks of their vehicles, paying particular attention to tyres, oil, radiator water and windscreen wash in accordance with manufacturer's manual;
- Employees must not drive or operate any vehicles for which they do not hold the appropriate driving license or permit;
- Employees must not carry unauthorised passengers or unauthorised loads;
- Employees must not use vehicles for unauthorised purposes;
- Employees must not overload vehicles above the stated capacity;
- Employees must not drive or operate vehicles whilst suffering from a medical condition or illness that may affect their driving or operating ability.
- Employees must follow the rules of the Highway Code and in particular take breaks every 2 hours during work journeys.
- Employees must provide driving licence details and report any motoring offences to their line managers.
- Employees using their own car for business purposes must have the appropriate business insurance

and provide details of the MOT to their line manager.

G) Accidents (see also section 13 Accident and Injury Reporting)

- Employees must seek medical treatment for any injury they may receive, no matter how slight it may seem to be. Upon returning from treatment they must report the incident to their line manager;
- Employees must report all accidents and dangerous occurrences to management as soon as it is practicable;
- Employees must notify management of any incident in which damage is caused to property.
- The nominated person will report relevant accidents to the Health and Safety Executive as required under the RIDDOR regulations.

H) Health

- Employees must report to management any medical condition, including use of prescriptive medication, which could affect the safety of themselves or others;
- Employees must co-operate with the management on the implementation of any medical and occupational health provision.

I) Alcohol and Drug Abuse

- Alcoholic beverages and unauthorised drugs are strictly prohibited on site. Any employee, subcontractor employee or other persons seen with or found to be under the influence of alcohol or drugs will be immediately removed from site or refused entry. The Company reserves the right to carry out random checks or send for a doctor as may be found necessary.
- Consumption of alcohol or use of drugs on or off site, during working hours is prohibited for all personnel.

J) Rules Covering Gross Misconduct

An employee will be liable to summary dismissal if he/she is found to have acted in any of the following ways:

- A serious or wilful breach of safety rules;
- Unauthorised removal or interference with any guard or protective device;
- Unauthorised operation of any item of plant or equipment;
- Unauthorised removal of any item of First Aid equipment;
- Wilful damage to, misuse of, or interference with any item provided in the interests of health, safety or welfare at work;
- Unauthorised removal or defacing of any label, sign or warning device;
- Misuse of chemicals, inflammable, hazardous or toxic substances;
- Horseplay or practical jokes which could cause accidents;
- Making false statements or in any way deliberately interfering with evidence following an accident or dangerous occurrence;
- Misuse of any item of equipment, utensil, fitting/fixture, vehicle or electrical equipment;
- Use of alcohol or unauthorised drugs during working hours.

10. Fire Evacuation

This section outlines the arrangements and responsibilities for evacuation in the event of fire.

Fire Arrangements

- All employees will receive instruction and training in the procedures to be followed in the event of a fire;
- As part of the fire arrangements, a person has been nominated who is responsible for fire safety planning/fire precautions, evacuation drills, fire appliance checks, fire alarm tests and record keeping;
- Fire evacuation drills will be arranged by the nominated person at regular intervals.

Fire Procedures

Upon discovering or being notified of a fire by an alarm or a colleague:

The Senior Person present will

- Telephone the Emergency Services by dialling 999;
- When the Operator answers, ask for the Fire Service and give the telephone number: 07828 959675;
- When connected to the Fire Service, state slowly and distinctly:

"This is M&M Building Services Ltd, we have a fire"

Do not replace the receiver until this information has been correctly acknowledged

- Evacuate the building by the nearest available exit and proceed to the assembly point;
- Initiate a roll call for employees and visitors;
- Liaise with the Senior Fire Officer, giving information concerning:

1. Location of fire;
2. Missing employees/visitors;
3. Location of dangerous chemicals/substances;
4. Location of services isolating points.

- Liaise with the Senior Fire Officer before re-entering the building;
- Ensure that all discharged fire extinguishers are replaced.

Fire Notice

- Upon discovering or being notified of a fire by either an alarm or a colleague;
- All employees should leave the building by the nearest available exit and assemble outside of the building.
- A roll call will be held, to ensure all persons are accounted for, and no one is left in the building.
- Do not delay leaving the building by collecting personal belongings.

VISITORS

Please assemble at the location identified above where a roll call of visitors will be held - it is important that you do not leave the area before notifying the senior person present. Do not delay leaving the building by collecting personal belongings.

Senior Person present:

- Ensure that the Fire Service has been summoned;
- Initiate a roll call for employees and visitors;
- Inform the fire service of the suspected or actual location of the fire, any missing persons, any dangerous substances present and service isolation points, e.g. gas mains/valves, electricity etc.;
- Do not re-enter the building until told that it is safe to do so by the Senior Fire Officer;
- Ensure that all discharged fire extinguishers are replaced;
- Keep a record of the incident.

11. Accident and Injury Reporting Procedures and Records

All injuries, no matter how minor, should be treated and a record made in the Accident Book.

- The injured person reports for First Aid Treatment;
- The First Aider enters the details of the injury and treatment in the Accident Book and enters a serial report number on the Accident Report and stub. The report is then removed from the Accident Book

and passed to the responsible person noted on the front of the book.

- The responsible person will decide what actions are necessary (if any), carrying out an investigation and recording details on the form if appropriate;
- The responsible person will notify the Health and Safety Authority immediately if the injury results in absence from work of more than 7 days. The report for incidents within Great Britain should be submitted to the HSE through an online report form at <http://www.hse.gov.uk/riddor/report.htm>

For incidents that have occurred in Northern Ireland reports should be submitted at <http://www.hseni.gov.uk/contact-us/report-an-incident.htm>

- The responsible person will notify the Health and Safety Executive immediately by telephone if a fatality or major injury occurs.

In Great Britain the Incident Contact Centre can be contacted on 0845 300 99 23 (Monday to Friday 8:30am to 17:00pm)

For a major incident, where immediate action is required the duty officer should be contacted on 0151 922 9235.

In Northern Ireland the Incident Contact Centre can be contacted on 0800 0320 121.

A major incident should be reported immediately to the Belfast HQ of the HSENI on 028 9024 3249.

12. First Aid Arrangements

A trained First-Aider or appointed person, First Aid Equipment and records are provided.

Displayed throughout the premises are notices which detail the following:

Location of First Aid Kit

Van

Location of Record Of Accident/Treatment Record Books

Van

13. Emergency Procedure

- In the event of requiring the Emergency Services dial 999;
- When the Exchange Operator answers, ask for the appropriate service;
- When connected to the required service, state slowly and distinctly:

"This is M&M Building Services Ltd"

Give the telephone number: 07828 959675

State the need e.g.

"We Require Police Assistance" "An Ambulance Is Required"

- Give details of the incident;
- Do not replace the receiver until this information has been correctly acknowledged.

14. Dangerous Occurrence Reporting Procedure

The responsible person will notify Health and Safety Executive immediately if a specified dangerous occurrence takes place, which is not reportable by consequent death or injury.

Great Britain

The specified dangerous occurrences are listed on the HSE website: <http://www.hse.gov.uk/riddor/dangerous-occurences.htm>

For fatal and major injuries only, the report can be made by telephoning the Incident Contact Centre. Call 0845 300 99 23 (Monday to Friday 8:30am to 17:00pm).

For a major incident, where immediate action is required the duty officer should be contacted on 0151 922 9235.

Northern Ireland

The specified dangerous occurrences are listed on the HSENI website: http://www.hseni.gov.uk/riddor_booklet.pdf

For fatal and major injuries only, the report can be made by contacting the HSENI on 0800 0320 121 or completing the online form at <http://www.hseni.gov.uk/contact-us/report-an-incident.htm>

For a major incident, where immediate action is required Belfast HQ of HSENI should be contacted on 028 9024 3249.

15. Arrangement for carrying out Risk Assessment

The Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 require that a formal Risk Assessment is carried out to determine the risks associated with our working operations. The assessment needs to identify risks to both employees and to any other person who may be affected.

We will carry out a formal risk assessment and record the following:

- Any significant sources of harm (hazards) to Health and Safety identified during the assessment;
- Any existing control measures currently in place and their level of effectiveness in controlling those risks (with reference and access to work manuals or other documentation if appropriate);
- The persons who may be affected by the risks identified, in particular any personnel who may be especially at risk;
- The decisions taken as a result of the assessment;
- A competent person will carry out the risk assessment.
- When a hazard is identified and the risk assessed, the necessary arrangements will be decided and put into effect to protect safety and health, including removal of the hazard, control measures, safeguards or the provision of protective equipment.

16. Safe Working Procedures/Method Statements

Certain activities will be identified and may require written method statements to allow safe systems of work. This will ensure that the activity is properly controlled and carried out safely without risk health.

If the operation is to be carried out by, or is under the immediate control of the sub-contractor, the Method Statement will be prepared by the sub-contractor and submitted to the Company for vetting prior to the commencement of the operation.

All written method statements will clearly identify the sequence of operations.

If during the course of the operations it becomes evident that the system of work requires re-assessment and revision that the written method statement will be revised accordingly. Any such amendment will be formally documented, and brought to the attention of the personnel involved.

17. Personal Protective Equipment (PPE)

The Company insists that all personnel wear the appropriate PPE at all times. All protective clothing and equipment must conform to statutory requirements.

Where the use of protective clothing or equipment is a statutory requirement the use of it is mandatory for all personnel at our premises and on Company sites.

To comply with the PPE Regulations the company will:

- carry out assessments to evaluate the risk to health and safety of the Company's employees and others who may be affected by the Company's activities
- where a hazard cannot be eliminated or reduced, provide suitable PPE to company employees
- maintain the PPE issued to employees in an efficient state and good order
- provide such information, instruction and training to employees to explain the risks that will be avoided by the use of the PPE and its correct use
- ensure that the PPE issued to employees is correctly used
- clean, disinfect all breathing apparatus after use and regularly inspect

Employees must:

- ensure that the PPE provided for their use is correctly used in accordance with both the training and instructions given
- ensure the PPE is stored correctly when not in use
- report any loss or defect of any PPE provided for use

18. Work Equipment Safety

The company will provide safe work equipment for its personnel, to conform to The Provision and Use of Work Equipment Regulations 1998.

All equipment will be :-

- Assessed for its suitability and checked prior to use.
- Regularly maintained.
- Tested and Certified with user information/instruction.
- Danger zones highlighted and protected for operator.
- Used by trained and authorised personnel.
- All required PPE supplied for operator.
- Equipment controls clearly marked and identifiable.

19. Control of substances hazardous to health regulations (COSHH)

The above legislation is concerned with safety in use of chemicals and is aimed at reducing the likelihood of ill health. To comply with the requirements of the regulations the company will:

- assess the health risks created by work involving substances hazardous to health and wherever possible, substitute these substances with non or less hazardous products
- take measures necessary to control the exposure of employees or others to hazardous substances
- ensure techniques for protecting employees or others from exposure will include arrangements for the safe handling, storage and transport of any hazardous substances and waste
- ensure that any control methods provided are properly used and maintained
- monitor the work environment as necessary
- ensure any PPE provided is suitable for its purpose

20. Display Screen Equipment (DSE)

The Company will carry out procedures to minimise the risk associated with DSE and undertake DSE assessments for DSE users.

Staff are advised to rotate their job tasks in order to spend a few minutes an hour away from the computer screen. This time should be spent engaged in work duties such as telephone calls and general office administration. If any employee feels that their work load does not permit adequate breaks, this should be brought to the attention of the Office Manager. Where possible, this situation will be rectified.

Suitable adjustable office chairs must be used.

Users will also be provided with appropriate eye test and special spectacles if they are needed.

21. Manual Handling

Wherever possible the load should be used by mechanical means. In an attempt to restrict the risk of manual handling injuries to an absolute minimum and comply with the requirements of the regulations, the Company will make arrangements for specific manual handling assessments to be undertaken on site where required.

All practical means of reducing the need for manual handling of loads must be taken wherever possible. A risk evaluation must be undertaken where manual handling cannot be avoided.

The following assessments should be taken into account

- weight, shape, and size of the load to be lifted
- task to be undertaken
- the individual's capability
- the working environment
- reduce risk to employees
- training to employees carrying out lifting.

The formal risk assessment must be recorded.

If possible, the load should be split down into manageable sizes and if necessary additional assistance should be sought to help with the lift.

22. Working at Height

Ladders, Step Ladders, and Loft Spaces

Where work at height is required, such as the use of ladders, step ladders, or access to loft spaces, all work must be planned, supervised, and carried out by competent personnel using appropriate equipment.

Key controls include:

- Risk assessments must be completed before work begins.
- Only suitable, well-maintained access equipment should be used.
- Ladders and step ladders should only be used for short-duration tasks where more suitable access is not reasonably practicable.
- Where possible, work from ladders or steps should be avoided and alternative safe access methods used.
- Loft spaces must be assessed for safe access, structural integrity, and adequate lighting before entry.
- Personnel must be trained in safe use of ladders and working in confined or elevated spaces.
- A "three points of contact" rule must be followed when using ladders or steps.

Roof Access (where applicable)

Work on roofs presents significant risks and should only be undertaken by trained and competent individuals with appropriate fall protection measures in place.

Key controls include:

- A specific risk assessment must be carried out for all roofing works.
- Suitable edge protection, fall restraint or fall arrest systems must be used.
- Roof access must be limited to authorised personnel only.
- Fragile roof materials (e.g. asbestos cement sheets, roof lights) must be identified and appropriate controls implemented.

- Weather conditions must be considered – work should not proceed in high winds, rain, or icy conditions.
- Tools and equipment must be secured to prevent falling objects.
- Emergency rescue arrangements must be in place prior to starting any roof work.

23. Fatigue and Working Time Regulations

Fatigue is the decline in mental and or physical performance.

Fatigue management is a shared responsibility between and employee as it may factors that occur both in and outside of the workplace. To assist in the management of fatigue will comply with current Working Time Regulations

All employees are required to attend work fit to safely perform their duties without risk to themselves or others. If you are experiencing fatigue it is important to identify the factors that are contributing to fatigue employees are encouraged to discuss any issues in confidence with their line manager or their nominated person.

24. Construction (Design & Management) Regulations 2015

Experience shows that effective accident prevention programmes take into account the need to identify and eliminate or control foreseeable hazards wherever possible before they manifest themselves during the execution of the works. Therefore, planning for health & safety on the Company's projects starts at the initial design or tender stage, when proper account is taken of statutory and Company health and safety requirements and this is a key aspect of the CDM regulations 2015. Any hazardous features of the work area, where reasonable practicable, identified by the design or estimating team and appropriate measures to eliminate or control the risk introduced. The design will also identify the activities for which it is considered necessary to develop written safe working procedures or method statements.

The regulations with regard to first aid, toilets, washing facilities, mess rooms and drinking water must be complied with and the facilities kept clean and in working order.