

HEALTH, SAFETY &

WELFARE POLICY

CONTENTS

1. Policy Statement

2. Our Commitments

3. Legal Compliance

4. Management Responsibilities

5. Supervisor Responsibilities

6. Employee Responsibilities

7. Risk Assessment

8. Safe Systems of Work

9. Personal Protective Equipment (PPE)

10. Training and Competence

11. Occupational Health and Wellbeing

12. Fire Safety

13. Electrical Safety

14. Working at Height

15. Manual Handling

16. Asbestos

17. Environmental Protection

18. Accident Reporting

19. Monitoring and Review

20. Policy Commitment

1. Policy Statement

WEINSULATE.CO.UK LIMITED is fully committed to providing a safe and healthy working environment for all employees, subcontractors, clients, residents, visitors and any other persons who may be affected by our activities.

We recognise that excellent health and safety management is fundamental to the success of our business and forms an integral part of every project we undertake.

Our objective is to eliminate accidents, work-related ill health and dangerous occurrences by identifying hazards, assessing risks and implementing effective control measures that reduce risk to a level that is as low as reasonably practicable.

The Company is committed to complying with all relevant UK Health & Safety legislation, Approved Codes of Practice (ACOPs), Building Regulations, PAS 2030, PAS 2035, TrustMark requirements and recognised industry best practice.

Health and Safety is everyone's responsibility.

---

2. Our Commitments

WEINSULATE.CO.UK LIMITED will:

- Provide and maintain safe systems of work.
- Ensure all work is properly planned and risk assessed before commencing.
- Provide suitable plant, tools, equipment and Personal Protective Equipment (PPE).
- Provide appropriate information, instruction, supervision and training.
- Consult with employees on health and safety matters.
- Monitor compliance with company procedures and legal requirements.
- Investigate all accidents, incidents and near misses.
- Promote a positive safety culture throughout the business.
- Continually improve our Health & Safety Management System.

---

3. Legal Compliance

The Company will comply with all relevant legislation including, but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Construction (Design and Management) Regulations 2015
- Work at Height Regulations 2005
- Manual Handling Operations Regulations 1992
- Control of Substances Hazardous to Health Regulations (COSHH) 2002
- Personal Protective Equipment at Work Regulations
- Electricity at Work Regulations 1989

- Provision and Use of Work Equipment Regulations (PUWER)
- Lifting Operations and Lifting Equipment Regulations (LOLER)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)
- Control of Asbestos Regulations 2012
- Environmental Protection Act 1990
- Waste (England and Wales) Regulations 2011

---

4. Management Responsibilities

The Directors have overall responsibility for Health and Safety and will ensure that:

- Health and Safety remains a core business objective.
- Adequate resources are provided.
- Suitable policies and procedures are implemented.
- Competent persons are appointed where necessary.
- Regular reviews and audits are completed.
- Employees receive appropriate training.
- Health and Safety performance is continually monitored.

---

5. Supervisor Responsibilities

Supervisors are responsible for:

- Ensuring work is carried out safely.
- Delivering site inductions and toolbox talks.
- Reviewing Risk Assessments and Method Statements (RAMS).
- Monitoring compliance with company procedures.
- Ensuring PPE is worn correctly.
- Reporting accidents, incidents and near misses.
- Stopping unsafe work immediately.

---

6. Employee Responsibilities

Every employee has a legal duty to:

- Take reasonable care of their own health and safety.
- Protect the health and safety of others.
- Follow company policies and safe systems of work.
- Wear PPE as instructed.
- Report hazards immediately.
- Report accidents and near misses.
- Attend mandatory training.
- Never interfere with safety equipment.
- Stop work if they believe there is an immediate danger.

7. Risk Assessment

No work shall begin until suitable and sufficient Risk Assessments have been completed.

All operatives must:

- Read and understand the RAMS.
- Follow all control measures.
- Carry out Dynamic Risk Assessments if conditions change.
- Report any new hazards immediately.

Work must stop if risks cannot be adequately controlled.

8. Safe Systems of Work

Safe working procedures shall be developed for all significant activities including:

- Loft insulation
- Room in Roof insulation
- External Wall Insulation
- Internal Wall Insulation
- Underfloor Insulation
- Solar PV
- Ventilation
- Working at Height
- Manual Handling
- Electrical Safety
- Use of Power Tools
- Use of Access Equipment
- Asbestos Awareness

All operatives must work in accordance with the approved RAMS.

9. Personal Protective Equipment (PPE)

Suitable PPE will be provided free of charge.

Minimum PPE includes:

- Safety footwear
- Suitable workwear
- Knee protection
- Gloves

Additional PPE shall be worn where required, including:

- Safety helmets
- High visibility clothing
- Eye protection
- Hearing protection
- Respiratory Protective Equipment (RPE)
- Fall protection equipment

Employees are responsible for maintaining PPE in good condition and reporting defects immediately.

---

10. Training and Competence

WEINSULATE.CO.UK LIMITED is committed to maintaining a competent workforce.

Training includes:

- Company induction
- Health & Safety awareness
- Manual Handling
- Working at Height
- Asbestos Awareness
- COSHH
- Fire Safety
- First Aid Awareness
- PAS 2030 & PAS 2035 requirements
- Toolbox Talks
- Manufacturer installation training

Training records will be maintained for all employees.

---

11. Occupational Health and Wellbeing

The Company recognises the importance of both physical and mental wellbeing.

We will:

- Promote good mental health.
- Encourage open communication.
- Monitor employee wellbeing.
- Provide reasonable adjustments where appropriate.
- Encourage a healthy work-life balance.
- Support employees returning from illness or injury.

12. Fire Safety

All employees must:

- Know emergency procedures.
- Keep escape routes clear.
- Report defective fire equipment.
- Participate in fire drills where required.
- Never block fire exits.
- Only attempt to extinguish small fires if trained and safe to do so.

Personal safety always takes priority.

---

13. Electrical Safety

Only safe and suitable electrical equipment shall be used.

The Company will ensure:

- Equipment is inspected before use.
- PAT testing is completed where required.
- Damaged equipment is removed immediately.
- Extension leads are used safely.

Defective equipment must never be used.

---

14. Working at Height

Working at height shall be avoided wherever possible.

Where unavoidable:

- Suitable access equipment will be provided.
- Collective protection will be used where practicable.
- Equipment will be inspected before use.
- Operatives will receive appropriate training.

No employee shall work at height unless it is safe to do so.

---

15. Manual Handling

Manual handling risks shall be reduced wherever possible.

Employees should:

- Assess the load.
- Use mechanical aids where available.
- Seek assistance for heavy or awkward loads.
- Follow Manual Handling training.

---

16. Asbestos

Any building constructed before 2000 may contain asbestos.

If asbestos is suspected:

- Stop work immediately.
- Prevent access to the area.
- Inform your Supervisor.
- Await further instruction.

Under no circumstances should suspected asbestos be disturbed.

---

17. Environmental Protection

The Company is committed to protecting the environment by:

- Minimising waste.
- Preventing pollution.
- Recycling wherever possible.
- Reducing energy consumption.
- Using sustainable materials.
- Managing waste in accordance with legislation.

All employees are expected to support these objectives.

---

18. Accident Reporting

All accidents, incidents, dangerous occurrences and near misses must be reported immediately.

Investigations will identify:

- Root causes.
- Corrective actions.
- Preventative measures.

Where required, incidents will be reported under RIDDOR.

19. Monitoring and Review

Health & Safety performance will be monitored through:

- Site inspections
- Internal audits
- Toolbox talks
- Accident investigations
- Management reviews
- Employee feedback
- Training reviews

The policy will be formally reviewed every 12 months or sooner if legislation or business activities change.

20. Policy Commitment

WEINSULATE.CO.UK LIMITED believes that all accidents are preventable.

We are committed to creating a culture where everyone takes responsibility for Health, Safety and Wellbeing, ensuring that every employee returns home safely every day.

Health and Safety is not just a legal requirement—it is a core value of our business.

Eric Smith-Hutchon - Director
Signed: *E Smith-Hutchon* Date: 01/05/2026