



Health & Safety Policy Statement

It is the policy of David Smith St Ives to ensure, so far as is practicable, the health, safety and welfare of its employees and the health and safety of other persons who may be affected by its activities. The organisation will take steps to ensure that its statutory duties are met at all times.

David Smith St Ives will promote, set and maintain the highest standards for health, safety and welfare matters.

Our Health and Safety Policy Statement commits the organisation at all levels to prevent accidents and cases of work-related ill health, as well as to provide adequate control of health and safety risks arising from work activities.

This will be achieved by:

- providing adequate control of health and safety risks arising from work activities;
- consulting with staff on matters affecting health and safety;
- providing and maintaining safe plant and equipment;
- maintaining systems of work that are safe and without risk to health;
- ensuring safety during the handling, use and storage of articles and substances which are inherently or potentially dangerous;
- providing adequate information, instruction and supervision for staff;
- competent people are appointed to assist us in meeting our statutory duties including where appropriate, specialists from outside of the organisation;
- ensuring all staff are competent to do their work;
- adequate facilities and arrangements will be maintained to enable employees to raise issues of health and safety;
- preventing accidents and cases of work-related ill health as far as possible;
- maintaining safe and healthy working conditions;
- reviewing and revising this policy as necessary at regular intervals.

Employees Responsibilities

Employees must ensure that they:

- co-operate with management to enable all statutory duties to be complied with take reasonable care of their own health and safety and the health and safety of others who may be affected by their acts or omissions
- familiarise themselves with the health and safety arrangements that apply to them and their work functions

The Directors, Management and Staff are all committed to the implementation of this policy.



5/1/26

Stephen Thompstone
Group Chief Executive