

4.2 – Occupational Health & Safety Policy Statement

Management Systems Manual

The scope for the company is as follows:

The Wholesale Distribution of Electrical & Industrial Commodities

It is the policy of Eland Cables to undertake operations and service in such a manner as to ensure “as far as practicable”, the Health, Safety and Welfare of its Employees and all persons likely to be affected by its operations including sub-contractors and the general public where appropriate.

It is our policy to co-operate where necessary with Employers, Contractors, Clients and Occupiers of buildings in which we are commissioned to work in order to pursue our Health & Safety policy of prevention of injury and ill health.

Our Employees

Employees are not to undertake duties, which will expose them or others to a risk to their Health & Safety. The company is committed to providing the necessary information, instruction, supervision and or training to allow staff to undertake their duties in the interest of Health & Safety.

Employees have a duty to take all reasonable steps to preserve and protect the Health & Safety of them and all other people affected by their acts and omissions and the operations of the company.

All employees are expected to co-operate with the nominated Safety Officer and to accept their duties under this policy. Disciplinary action may be taken against any employee who violates safety rules or who fails to perform his or her duties under this policy. If we are to build and maintain a health and safe working environment, co-operation between workers at all levels is essential. Employees also have a duty to cooperate with management to enable it to carry out its responsibilities with regard to Health, Safety and Welfare. The company looks to every employee for continuous awareness of safety requirements, alerting us to existing and potential hazards, and the need for minimising and reporting them.

Communication

The company will endeavour to communicate to employees their commitment to safety and to ensure that employees are familiar with the contents of the company Health & Safety Policy. The company communicates with its employees and contractors orally, in the form of directions and statements from managers, in writing in the form of directives, this policy statement and by example. This policy will also provide a framework for setting and reviewing both personal objectives and occupational Health & Safety objectives.

Responsibility

The company recognises their responsibility for the continuing implementation of and enhancement of the policy. Allocation of responsibilities within these procedures is defined herewith and these definitions include the limits of authority imposed on each individual. Where areas of responsibility are defined, those responsible are to ensure that employees are familiar with the work in hand, know the system of work and understand any permit to work conditions. Users of work equipment should inspect their equipment daily before use and portable equipment is to be inspected periodically as required by statute law. Emphasis is placed on effective management ensuring a systematic approach to the identification of risks and the allocation of financial and physical resources to control them.

Continuous Improvement

We shall develop a framework for continual improvement by conducting regular audits, to assure progress and management commitment. We shall take into account the latest technical development, scientific understanding, customer and client needs and community expectations. We shall ensure that all arrangements and OH & S objectives are reviewed at management review meetings to reflect suitability and the principles of the strategy for corporate responsibility.

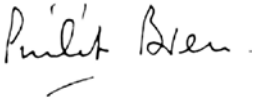
Consultation

It is the company policy to encourage consultations on all matters and Health & Safety; this is taken as being a standing item on the agenda at all management meetings. The management see communication between workers at all levels as an essential part of effective health and safety management. Consultation will be facilitated by means of safety meetings as often as deemed necessary. The purpose of Safety Meetings is to provide a forum in which information may be conveyed and employee's questions on health and safety issues answered. In addition these meetings will provide an opportunity to assess the continuing effectiveness of the policy.

Compliance

We shall ensure that all our activities meet regulations and legislation on a national and local level. Where no regulations exist, we will endeavour to set our own appropriate standards. We will also provide appropriate information if requested to interested parties.

Signed for and on behalf of Eland Cables



Managing Director

Date: 09.01.15

Issuing Authority QEBM Ltd