

# Health and Safety Policy Statement

CJS Recruitment Limited are a dynamic London and Kent based recruitment agency specialising in labour hire for experienced tradesmen, supervisors, security guards and general labourers within the construction and industrial warehousing industries - servicing London, Kent and Surrey.

The following policy states our intention to take all reasonably practicable measures to conduct our business activities and ensure the safety, health and welfare of all our employees and all other persons who may be affected by our activities. This commitment includes the contractors we employ, clients, third parties that we work with, visitors to our projects and members of the public.

The senior management team recognises that effective health and safety policies set a clear direction for the organisation to follow and that our staff and their behaviours are the central focus point for achieving a positive and pro-active safety culture.

To implement this policy and to comply with our legal obligations we have adopted the **Plan, Do, Check, Act** approach towards managing health and safety. We recognise that all our employees must be motivated and empowered to work safely and we aim to encourage this through individual performance frameworks, company policies, processes and procedures that are all contained within a safety, health & environmental management system, known as our HSMS.

In the UK these procedures and processes comply with the requirements of **BS OHSAS 18001**.

Compliance with these systems is mandatory for all staff. Adherence to such management systems will ensure that;

- We create and maintain a positive health and safety culture and ensure that it is our highest priority across all levels of the business
- We will endeavour to follow and lead industry best practice and comply with our customer's requirements
- We encourage and actively promote health and safety innovation, best practice and initiatives through our staff, contractors and systems
- We aim to comply with all current health and safety legislation and other requirements, and are committed to ensuring full compliance with our legal obligations in respect to our business activities

- Suitable and sufficient resources are given to health, safety and welfare across all levels of the business
- We take all reasonably practicable steps to minimise accidents and incidences of ill health to our employees, contractors, clients, third parties, visitors and members of the public
- We provide, so far as is reasonably practicable, adequate control of the health and safety risks arising from our work and associated activities
- Information, instruction and training is provided to all of our employees and is appropriate to their roles and responsibilities within the organisation
- We consult and communicate to our employees over health and safety issues and listen when feedback is given
- Our health and safety performance is always monitored and reviewed with the aim to continually improve by setting objectives
- We shall regularly review this policy to ensure that it is appropriate to the nature and scale of our occupational health and safety risks and remains relevant and appropriate to the purpose of the business

A copy of this Health & Safety Statement Policy will be made available to all our staff, and provided upon request to any interested party.

This policy and all associated policies, processes and procedures will be developed, monitored and reviewed by the competent person appointed for H&S. The Health & Safety Experts Limited.

Overall responsibility for this policy will rest with the Directors of CJS Recruitment Limited.

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Managing Director

Date: 30 - 04 - 21 4:20am PDT

For and on behalf of the Directors of CJS Recruitment Limited.