

Health and Safety Policy

It is the policy of ABGI Ltd to comply with the terms of the Health and Safety at Work Act 1974 and subsequent legislation and to provide and maintain a healthy and safe working environment by ensuring that adequate resources are made available to the relevant managers.

ABGI Ltd's health and safety objective is to minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace.

All employees will be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the stated objective.

ABGI Ltd recognise and accept their duty to protect the health and safety of all visitors to the company, including contractors and temporary employees, as well as any members of the public who might be affected by our operations.

ABGI Ltd regards the promotion of Health, Safety and the Environment as a mutual objective between management and employees and sub-contractors. Co-operation on the part of all employees is vital to the success of the objectives of our Health, Safety & Environmental Policy and this will be actively encouraged through involvement and joint consultation.

Whilst the management of ABGI Ltd will do all that is within its powers to ensure the health and safety of its employees, it is recognised that health and safety at work is the responsibility of each and every individual associated with the company. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the wellbeing of any other person.

The management of ABGI Ltd will provide every employee with the training necessary to carry out his or her tasks safely. However if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their manager. An effective health and safety programme requires continuous communication between employees at all level. It is therefore every worker's responsibility to report immediately any situation that could jeopardise the wellbeing of themselves or any other person.

All injuries, however small, sustained by a person at work must be reported to the relevant Supervisor/Foreman in accordance with ABGI Ltd Accident Reporting Policy. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive.

ABGI Ltd's health, safety & environmental policy will be continually monitored and updated particularly when changes in the scale and nature of our operations occur. The policy will be updated at least every 12 months.

Signed:



Alan Bruner
Director

Date: 17th December 2019

Equal Opportunities Policy

Introduction

It is the policy of ABGI Ltd not to discriminate against any person on the grounds of their age, colour, race, nationality or ethnic origin. This applies not only to employees, but also to job applicants, customers and suppliers and members of the public.

ABGI Ltd requires employees to treat all people with appropriate courtesy and respect, regardless of their colour, race, nationality or ethnic origins.

The board of Directors have overall responsibility for implementing the policy in accordance with the guidance and procedure set out below.

Implementation of the Policy

Any person who suffers or believes that they have suffered unlawful discrimination is to report this to their immediate superior or other member of the Company's management for the matter to be dealt with. If it is not resolved to their satisfaction they may take the matter up with any Director if the problem persists.

All personnel are hereby instructed that unlawful discrimination in contravention of the policy will not be tolerated and will be dealt with as a disciplinary issue. This includes anyone who becomes aware discrimination is taking place but does not report it to his or her immediate superior or an appropriate member of management.

Employees are to note that jokes about any person's colour race, ethnic origin and/or nationality are unacceptable. Some people, often for good reason, are more sensitive than others to remarks about their colour, nationality or racial or ethnic origin.

Supervisors and those responsible for recruitment, training, promotion or redundancy selection have a duty to ensure that all concerned are made aware of this policy.

It is illegal (i.e., a criminal offence) to incite racial hatred and any employee who does so or participates in or condones any such action, will be subject to disciplinary action.

This policy applies to employees not only whilst at work but also in their out of work activities, insofar as these relate to employees, customers or suppliers of the company or as regards any effect on employees' relationships in the workplace or the Company's public relations

Signed:



Alan Bruner
Director

Date: 17th December 2019