



## Health, Safety and Loss Control Policy Statement

### Recognition

Orion Solutions Ltd recognises both its moral and its legal obligations to provide workplaces, plant and systems of work that are safe. The company also recognises that these obligations are applicable to all employees, contractors, visitors and others who may be affected by the organisation's activities.

The company understands that effective health & safety management contributes to improved business performance by minimising the financial losses associated with accidents and other unplanned events. The company has therefore established the principal that **HEALTH & SAFETY IS GOOD BUSINESS**.

### Statement of intent

The company's intent is:

1. To exceed the performance required by current legislation and recognised standards where it's possible to do so.
2. To support human resource development by preventing injuries and ill health to its employees and thereby take advantage of the productivity benefits that are attributable to a fit, healthy and happy workforce.
3. To involve employees at all levels within the management process via consultation.
4. To minimise to optimum levels, using cost benefit analysis, all losses attributed to unplanned events.
5. To improve business opportunities and standing by demonstrating to all neighbours, customers, regulatory bodies and suppliers that the company is committed to minimising the risks posed by its activities in a systematic and professional way.
6. To adopt a management culture which recognises that the majority of incidents result from failings in management control and are not necessarily the fault of individuals.
7. To develop a positive culture of continual improvement among all employees, regulatory bodies, customers, suppliers and visitors. Where loss control is seen as fundamental part of the day to day business process and is the responsibility of everyone.
8. To ensure a systematic, proactive, approach is taken to the identification of risks and that necessary resources are made available to control them.
9. To gear the health & safety management system to support food safety, quality, environmental and commercial initiatives aimed at continual improvement.
10. To apply all goals to its business that may be necessary to adequately measure its performance to verify that its aims are being achieved.
11. To review this Policy, in consultation with the employee representatives, and the company's management system as often as is necessary to ensure its continuing adequacy and to demonstrate that continual improvement is being achieved

## Company Commitments

The company is committed to:

1. Ensuring that all persons in authority recognise their responsibility and adequately implement this policy and make its contents known to all company employees and all persons entitled to use the company's facilities.
2. Ensuring that the policy is maintained through audits, safety inspections and other proactive measures.
3. Responding to all areas of identified failure, taking appropriate action to minimise potential losses and ensure action is taken to prevent reoccurrence.
4. Fostering a culture of team spirit between all concerned to remove or reduce the element of risk before failure occurs.
5. Providing all training, instruction, awareness and supervision as is necessary to ensure all employees are competent to undertake all tasks required of them and that they demonstrate a positive attitude towards failure prevention.
6. Providing employees with prompt and sufficient feedback on health and safety issues arising e.g. in response to meeting items, near miss and hazard reports.
7. Ensuring that employees are aware of their legal obligations regarding health & safety and that appropriate action is taken against employees who through their actions endanger others by wilful damage, horseplay, deliberately disregarding rules and not reporting incidents or damaged plant.
8. Ensuring that all of its workplaces are as safe as is reasonably practicable and that its facilities, agents, plant, equipment and systems are fit for purpose and controlled or maintained to minimise risk.
9. Promoting and assessing the health and working environment of its employees and taking appropriate action where general health or the occupational environment poses risk.
10. The Board of Directors giving loss prevention adequate priority within the business decision making process and reviewing the loss control programme as often as is necessary to ensure this policy of continual improvement is being achieved.
11. Organising and maintaining both company wide and local safety committees involving employees from all levels of the organisation.
12. Providing all resources that may be necessary to adequately implement, maintain and improve this policy.
13. Ensuring that in a limited resource environment all expenditure on loss prevention will be targeted at areas where maximum benefits can be achieved.



Orian Director