

## HEALTH AND SAFETY POLICY

### **Our Values**

Carrington West aspires to be a leader in health and safety best practice within the recruitment industry by promoting a positive health and safety culture for the benefit of all our stakeholders in every aspect of our business.

### **Our Commitment**

Carrington West is committed to creating and maintaining an environment where people can work safely. As a recruitment company, Carrington West is committed to managing its operations in a way that complies with all relevant health and safety legislation and standards. We will provide adequate resources and establish measurable objectives and targets to maintain and continually improve our health and safety performance.

### **Our Objectives**

Carrington West will continuously develop, maintain and improve management arrangements to effectively organise, plan, control and monitor health and safety risks. In line with sound business practice we will:

- Develop and maintain management systems that establish responsibilities, targets, monitoring methods and a review process of health and safety performance.
- Conduct suitable and sufficient assessments of health and safety risks and implement appropriate risk control measures.
- Provide professional and competent health and safety resources to assist in meeting the company health and safety objectives, and provide adequate arrangements for consultation and communication on health and safety matters to create a positive culture.
- Provide health and safety information, instruction and training and where required job specific training for employees on health and safety issues.
- Provide and maintain safe and healthy workplaces including adequate welfare facilities and provide and maintain work equipment that is safe and does not create health risks.
- Report and investigate all workplace (and road traffic) accidents and implement appropriate corrective and preventive action.
- Consider health and safety aspects in investment and procurement decisions.
- Encourage suppliers and contractors to introduce programmes that support our health and safety objectives and targets where their activities have a significant risk.
- Consider and respect our stakeholders when managing our health and safety activities.
- Support innovation in health and safety performance with the involvement of our stakeholders.

### **Policy Control and Review**

Copies of this policy will be displayed at all Carrington West locations, communicated to every

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employee and be available to all other interested parties.

The Carrington West Health and Safety Management System will be audited, reviewed annually, and revised taking into consideration changes in legislation or company requirements.

Policy changes will be approved and communicated by the Carrington West Directors.

Carrington West committed to the continuous improvement of HSEQ management practices.

Director \_\_\_James Fernandes \_\_\_\_\_

Signed  \_\_\_\_\_