

## HEALTH AND SAFETY POLICY

The Managing Director (Paul Harris) and the Board of Directors of Ion Water and Environmental Management Limited are committed to discharging their obligations under the **Health & Safety at Work etc. Act 1974, The Management of Health & Safety Work regulations 1999** and all other relevant statutory legislation.

They will seek to provide a healthy and safe working environment for their employees and will endeavor to ensure the safety and health of all others that could foreseeably be affected by activities under their control.

The Health, Safety and Welfare of employees is of prime importance of the company and is essential to the efficient operation of its undertaking.

Ion ensures Health and Safety objectives and targets are established and continually reviewed in the management review meeting, this is communicated to all interested parties.

All employees have a duty to take reasonable care for their own health and safety and that of others. The company will ensure that this policy is pursued throughout the organisation. The company will take all reasonable practicable precautions to ensure the health, safety and welfare at work of its employees and also that of any other person not employed by the company but who is affected by the operation of the company.

### **It is the responsibility of Management to:**

1. identify the hazards to employees and third parties affected by the work, and control the attendant risks adequately.
2. consult with our employees on matters affecting their health and safety.
3. provide and maintain safe plant, equipment and working conditions.
4. ensure safe transport, storage, handling and use of substances, including hazardous substances.
5. provide information, instructions and supervision for employees.
6. ensure all employees are competent to do their tasks, and to give them adequate training.
7. work through continuous improvement, to prevent accidents and work related ill health.
8. provide and maintain adequate welfare facilities both at premises and on site where practicable.
9. allocate adequate resources to enable the policy to function effectively
10. review this policy as necessary in our commitment to continuous improvement.
11. To continue to meet the requirements of ISO 9001:2000 (Quality), ISO 14001 (Environment) and ISO 18001 (Health and Safety).

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### It is the responsibility of every employee to:

1. comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment
2. take reasonable care of their own health and safety and the health and safety of others
3. wear personal protective equipment and clothing where necessary
4. comply with any direction given by management in relation to health and safety
5. not misuse or interfere with anything provided in the interest of health and safety
6. report all accidents and incidents on the job immediately, no matter how trivial
7. report all known or observed hazards to their supervisor or manager.

To achieve a high standard of health and safety the active co-operation of all employees it is essential that employees are reminded of their own duties under the **Health & Safety at Work Act 1974** and the **Management of Health & Safety at Work Regulations 1999**, to take care of their own safety and that of any other persons, and to co-operate with their employer so as to enable him to carry out his responsibilities successfully.

The Management considers this policy of such importance, that any breach of health and safety procedures by employees can constitute misconduct and will be dealt with as a disciplinary matter.

Ion seek the co-operation of all employees, customers and visitors in realising our health and safety objectives to create a safe working environment with a zero accident rate.

This policy applies to all business operations and functions, including those situations where employees are required to work off-site.

Signed : 

Name: Paul Harris

Position: Managing Director

Date : 27 June 2009

**This policy will be reviewed annually**