

HEALTH AND SAFETY POLICY

It is the policy of JWS Waste and Recycling Services Limited (JWS) to comply with the terms of the Health and Safety at Work Act 1974 and subsequent legislation to provide and maintain a healthy and safe working environment. Through this policy JWS commit to the implementation, maintenance and continual improvement of its OHSAS 18001 accredited health and safety management system and will use this policy as a frame work to develop and review health and safety objectives. The main objective of JWS is to prevent the number of instances of occupational injury and ill health and ultimately to achieve an incident free workplace.

1. GENERAL STATEMENT OF HEALTH AND SAFETY

JWS are committed to working with suppliers who will operate with high health and safety standards, integrity and drive to improve environmental performance and sustainable development. All employees shall be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the stated objective.

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

Whilst the Management of JWS shall 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 well being of any other person.

The Management of JWS shall 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 supervisor a Company Director or a delegated representative. An effective health and safety programme requires continuous communication between workers at all levels. It is therefore every worker's responsibility to report immediately any situation, which could jeopardise the well being of himself or herself or any other person.

All injuries, however small, sustained by a person at work shall be reported to a Company Director or delegated representative. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive. The health and safety policy statement for JWS shall be continually monitored and updated, particularly when changes in the scale and nature of our operations occur. The policy statement shall be updated at least every twelve months.



PETER ANDREW
MANAGING DIRECTOR

2. HEALTH AND SAFETY POLICY ORGANISATION

The Health and Safety Policy Organisation of **JWS Waste and Recycling Services Limited** (JWS).

Signed:  Print: Peter Andrew

Date: 24 July 2019 Review Date: 24 July 2020

RESPONSIBILITIES

As an employee of JWS you have a legal responsibility to take care of the Health and Safety of yourself and others, and to co-operate with the management at JWS to help them comply with the law.

- 2.1. Overall and final responsibility for Health and Safety is that of the Directors Robin Tweedale and Peter Andrew.
- 2.2. Day-to-day responsibility for ensuring this policy is put into practice is delegated to the Management Team.
- 2.3. To ensure the Health and Safety standards are maintained/improved, the following people have responsibility in the following areas:

<u>Name</u>	<u>Responsibility</u>
<i>Tim Andrew/Rick Marson</i>	<i>MRF/Yard</i>
<i>Graham Ainscow</i>	<i>Traffic</i>
<i>Hilary Shaw</i>	<i>Office</i>
<i>Jade Saleh</i>	<i>Overall Compliance</i>

- 2.4. **All employees** have to:

- Co-operate with supervisors and Managers on Health and Safety matters.
- Not interfere with anything provided to safeguard their Health and Safety.
- Take reasonable care of their own Health and Safety.
- Report all Health and Safety concerns to an appropriate person.

HEALTH AND SAFETY RISKS ARISING FROM OUR WORK ACTIVITIES

- 2.1 Risk Assessments will be undertaken by the Management Team Rick Marson, Graham Ainscow, Hilary Shaw, Jade Saleh and Tom Denton.
- 2.2 The findings of all Risk Assessments will be reported to Peter Andrew, Robin Tweedale and Jade Saleh.
- 2.3 Action required to remove/control risks will be approved by Robin Tweedale/ Peter Andrew.
- 2.4 The Management Team Rick Marson, Graham Ainscow and Hilary Shaw will be responsible for ensuring the action required is implemented.
- 2.5 The Management Team Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh will check that the implemented actions have removed/reduced the risks.
- 2.6 Assessments will be reviewed every quarter or when the work activity changes, whichever is soonest.

CONSULTATION WITH EMPLOYEES

- 3.1 Employee representatives are David Leggatt for MRF operatives and Graham Hinton for Drivers.
- 3.2 Consultation with employees is provided by a **Quarterly Health and Safety Committee**.

SAFE PLANT AND EQUIPMENT

- 4.1 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh, will be responsible for identifying all equipment/plant needing maintenance.
- 4.2 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh, will be responsible for ensuring effective maintenance procedures are drawn up and that all identified maintenance is implemented.
- 4.3 Any problems found with the plant/equipment should be reported to the Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh.
- 4.4 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh, will check that new plant and equipment meets Health and Safety standards before it is purchased.

SAFE HANDLING AND USE OF SUBSTANCES

- 5.1 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh, will be responsible for identifying all substances which need a COSHH assessment.
- 5.2 Jade Saleh will be responsible for undertaking COSHH assessments.
- 5.3 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh will be responsible for ensuring that all actions identified in the assessments are implemented.
- 5.4 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh, will be responsible for ensuring that all relevant employees are informed about the COSHH assessments.
- 5.5 Jade Saleh will check new substances can be used safely before they are purchased.
- 5.6 Assessments will be reviewed every 12 months or when the work activity changes, whichever soonest.

INFORMATION, INSTRUCTION AND SUPERVISION

- 6.1 The Health and Safety Law poster is displayed in the Office Block Kitchen and Weighbridge.
- 6.2 Health and Safety advice is available from Jade Saleh and Tom Denton.
- 6.3 Supervision of young workers/trainees will be arranged/undertaken/monitored by the Management Team Tim Andrew, Rick Marson, Graham Ainscow and Hilary Shaw.
- 6.4 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh are responsible for ensuring that our employees working at locations under the control of other employers are given relevant Health and Safety information.

COMPETENCY FOR TASKS AND TRAINING

- 7.1 Induction training will be provided for all employees by the Management Team Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh or the Directors Robin Tweedale and Peter Andrew.
- 7.2 Job specific training will be identified and provided by the Management Team Tim Andrew, Rick Marson, Graham Ainscow and Hilary Shaw plus external training providers.

7.3 Specific job requiring special training include but is not limited to:

- Working at height
- Banksman
- Manual handling
- Fire marshal
- First aid
- Vehicle and machine specific

7.4 Training records are kept by Jade Saleh and Hilary Shaw.

7.5 Training will be identified, arranged and monitored by the Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh.

ACCIDENTS, FIRST AID AND WORK-RELATED ILL HEALTH

8.1 Health surveillance is required for employees doing the following jobs:

- All MRF staff
- All drivers
- Office staff identified as high risk

8.2 Health surveillance will be arranged and records by Jade Saleh.

8.3 The First Aid boxes are kept in the Office Block kitchen, the Weighbridge and the Traffic Office (mobile kit).

8.4 A list of appointed First Aiders is displayed on notice boards around site.

8.5 All accidents and cases of work-related ill health are to be recorded in the accident book. The book is kept by the Jade Saleh in the Compliance Office.

8.6 Jade Saleh is responsible for reporting accidents, diseases and dangerous occurrences to the enforcing authority.

MONITORING

9.1 To check working conditions, and ensure our safe working practices are being followed, we will carry out Quarterly Health and Safety Audits through Themis our external advisor as well as internal ISO 14001, OHSAS 18001 and ISO 9001 Audits.

9.2 The Management Team Tim Andrew, Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh plus Themis our external Health and Safety advisor are responsible for investigating all accidents including work related incidents and are responsible for investigating the cause of sickness absence.

9.3 The Management Team Rick Marson, Graham Ainscow, Hilary Shaw and Jade Saleh plus the Directors Robin Tweedale and Peter Andrew are responsible for acting on investigation findings to prevent a recurrence.

EMERGENCY PROCEDURES – FIRE AND EVACUATION

10.1 Jade Saleh and Rick Marson are responsible for ensuring the fire risk assessment is undertaken and implemented.

10.2 Fire extinguishers are maintained and checked by Jade Saleh on a monthly basis and quarterly by Multi Flame. Escape routes are checked daily by the Site Manager.

10.3 Alarms are tested by Rick Marson every three months and every six months by ADT.

10.4 Emergency evacuation will be tested every six months.

3. HEALTH AND SAFETY POLICY ARRANGEMENTS

The health and safety arrangements described below are to ensure that the JWS Waste and Recycling Services Limited (JWS) aims and objectives for securing a safe and healthy working environment, as set out in the company's General Statement of Health and Safety are achieved. The health and safety policy arrangements cover common health and safety issues for JWS however this is not an exhaustive list and will be reviewed, amended and added to as required.

SAFE SYSTEMS OF WORK

JWS are committed to ensuring that all systems of work performed within the organisation are done so safely. JWS provide safe systems of work in the form of written instructions and clear verbal training. The following points are considered when producing and issuing any safe system of work:

- The findings all relevant risk assessment.
- The scope and intention of the safe system of work.
- Safe access and egress for the people involved.
- Correctly serviced and maintained tools and equipment.
- Adequate guards fitted to all equipment as required, together with isolation devices fitted to all powered equipment.
- Adequate lighting and ventilation.
- Adequate emergency arrangements.
- Hazard signage.
- Realistic time allowances.
- The control of non-authorised personnel.
- Regular reviews and monitoring.
- Effective communication.

At JWS written safe systems of work are generally issued to employees in the form of Tool Box Talks or work instruction handbooks. Safe system of work amended as a result of near misses or non-conformances on site are issued in the form of regular Safety Alerts. All internal training is delivered to employees by the Department Manager and their supervisors. Receipt and understanding of the training is confirmed by completion of a competency questionnaire.

HEALTH SURVEILLANCE

Under the Management of Health and Safety at Work Regulations 1999 employers have a responsibility to protect the occupational health of employees by carrying out risk assessments on activities where there is a risk of occupational disease or conditions. Where such risks are identified health surveillance should be carried out and control measures implemented to reduce the likelihood of the employee developing the condition. The most commonly encountered occupational health conditions are:

- Exposure to noise (noise induced hearing loss, tinnitus).
- Exposure to hazardous materials (toxic substances, asbestos, biological agents).
- Manual handling (upper limb disorders, back problems).
- Skin care (occupational dermatitis, skin cancers).
- Use of display screen equipment (work related upper limb disorders).
- Stress and mental health issues.

JWS are aware that although minimal, all of these risks are present in their workplace. JWS provide an occupational health surveillance programme to all employees undertaking activities presenting a risk of occupational disease or condition. The occupation health surveillance programme consists of:

- Completion of a health surveillance questionnaire upon employment.
- Regular occupation health assessments carried out by a qualified health professional.

The occupation surveillance programme aims to achieve:

- Early detection of work related/non-work-related health problems and referral for appropriate investigation when required.
- Provision of appropriate advice on adjustments to work to reduce exposure to hazards and their long-term effects.

If an employee of JWS suspects they may have been exposed to a potential health risk or they think a health problem may be work related they are instructed to immediately inform their Manager who will arrange for an occupational health assessment to be undertaken.

When absent from work due to sickness all employees are required to complete a return to work interview with their Manager. This allows the Manager to ensure that the employee is fit enough to return to work and determine whether the cause of the sickness may be work related.

Outbreak of Infection or Disease

If the business is hit by an outbreak of disease or infection JWS will implement their Crisis Management Plan and seek expert advice on how to deal with it.

There are thirty-two infectious diseases that must by law be reported to the local authority if an outbreak is suspected. The medical professional who makes the diagnosis is required to make this report. A wide range of diseases must also be reported to the Health & Safety Executive (HSE) RIDDOR Incident Contact Centre, these include but are not limited to:

- Certain poisonings.
- Skin diseases such as occupational dermatitis, skin cancer, chrome ulcer, oil folliculitis/acne.
- Lung diseases including: occupational asthma, farmer's lung, pneumoconiosis, asbestosis, mesothelioma.
- Infections such as: leptospirosis; hepatitis; tuberculosis; anthrax; legionellosis and tetanus.
- Occupational cancer; certain musculoskeletal disorders; decompression illness and hand-arm vibration syndrome.

For more information and a full list of reportable diseases refer to Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

COMMUNICATING H&S INFORMATION

JWS Communicate information to employees in a number of ways; up to date information is delivered through regular Tool Box Talks and Safety Alerts. In addition, we hold quarterly health and safety committee meetings in which health and safety representatives from the work force attend. JWS also have a near miss reporting/suggestions scheme in order for the work force to provide their feedback.

RISK ASSESSMENTS – TBT 16 H&S_0097

A key part of our commitment towards improving and developing a safe working environment at JWS is to carry out, monitor and review risk assessments on all of our systems of work in order to identify hazards so that action can be taken to eliminate, reduce or control accidents before they occur.

The Management of Health & Safety at Work Regulations 1999 requires that risk assessments are carried out within the workplace. In order to meet this requirement, JWS conduct risk assessments following the below procedure:

- Define the process to be assessed.
- Identify all possible hazards.
- Implement preventative and protective measures to eliminate or reduce hazards to a minimum.
- Evaluate the residual risks and develop an action plan to reduce this.
- Train operatives in work methods.
- Monitor performance.
- Review quarterly and revise as necessary.

Risk assessments are carried out by a team of competent people, headed by the Compliance Manager and also including members of the Management Team, external health and safety advisor and employee safety representatives. This team also reviews all risk assessments on a six-monthly basis ensuring they are still relevant to the work activity and assessing the progress towards completion of actions set in the previous review.

JWS risk assessments are given a risk rating based on the residual risk once preventative measures have been put in place, the risk rating is based on the likelihood of an incident occurring and the consequence should an incident occur. A risk rating of 1 to 4 indicates a low risk, 5 to 12 indicated a medium risk and 15 to 25 a high risk.

Risk rating (1-25) = Likelihood (1-5) x Consequence (1-5)

TRAINING

JWS ensure that all employees receive adequate training, information and instruction in order to allow them to carry out their day to day duties in a safe and healthy manner. This training covers basic safety, and more specific training in the safe use of work equipment and safe systems of work. Identified training is generally delivered through inductions, on the job training, Tool Box Talks, internally developed driver CPC courses or Safety Alerts.

Inductions

Before commencing work all staff must undertake a full JWS Site Safety Induction once they have passed the pre-employment assessment. The pre-employment assessment is undertaken with the Driver Trainer who will assess the individuals driving skills and safety awareness before they are offered a position. Each department has an individually tailored induction to cover specific safety issues related to their roles. A Health and Safety video, competency questionnaire, Risk Assessments, and Policy review all form part of the induction process and this is reviewed annually to ensure it stays current to the business and changing regulations (Refer to Health and Safety Induction Check Sheet – H&S_0186).

On the Job Training

Before being authorised to undertake work on either mobile plant, fixed plant or vehicles, staff must undergo on the job training with an experienced member of staff who will assess their competency. Additionally, site sensitive training is undertaken with drivers who service more complex jobs. This training is ongoing and where a driver or machine operator develops a record of accidents or near miss incidents the driver is further assessed and retraining given in areas where a score of 3 or less is achieved on the assessment.

On the Job Training is give on the following vehicles:

- Skip Vehicles
- Roll on Off Vehicles
- Artic
- Trade Vehicle
- Tail Lift
- Curtain Sider

On the job training is given on the following machines:

- The Fuchs
- Bucket Loader
- Fork Lift Truck

Tool Box Talks

More specific job-related training is given in the form of Tool Box Talks. Two Tool Box Talks are undertaken every month with each department and all staff must completed a competency test at the end of the training session to illustrate they have understood the information and training given to them. A full list of Tool Box Talks is available, please refer to the index H&S_0077.

More specific training generally delivered through external training provides include:

- First Aid
- Fire Marshals
- Safety Harness
- Cherry Picker

- PASMA
- Forklift Truck/Tele Truck
- Hotwork
- Moffett
- ADR
- Banksman

CPC

JWS is an approved CPC training centre. All drivers undertake 35 hours of CPC training every 5 years at JWS, the courses for which are internally developed to cover specific issues related to their role and the company.

EMPLOYEE WELLING- BEING AND MENTAL HEALTH

JWS are committed to protecting the Health, Safety and Welfare of all its employees. JWS recognise that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing workplace stressors. The JWS Well Being Policy applies to everyone in the company and issued as part of the induction process. Managers are responsible for the implementation and the company are responsible for providing the necessary resources.

SLIPS, TRIPS AND FALLS

Over a third of all major injuries reported each year are caused as a result of a slip, trip or fall and are the most common cause of non-fatal major injuries in most industries. JWS are committed to creating a safe working environment for all of its employees, visitors to its premises and the general public. Potential slip or trip hazards at the premises have been identified and recorded in risk assessments. In order to minimise slip trip and fall injuries JWS:

- Fully train all employees.
- Ensure that all materials are stored safely.
- Ensure that all equipment/tools/materials are returned to their rightful place following their use.
- Clean up spillages immediately.
- Maintain a smooth and even floor surface as far as reasonably practical.
- Keep pedestrian and work areas free from obstructions such as rubbish.
- Avoid trailing cables across pedestrian walkways and work areas.
- Ensure that rugs and carpets are correctly fitted.
- Provide adequate lighting in all pedestrian and work areas.
- Display hazard signage if there is an unavoidable potential for a slip or trip.
- Encourage the use of suitable footwear.
- Encourage high standards of housekeeping.

MANUAL HANDLING - TBT 11 H&S_0038

Failure to lift a heavy or awkward load correctly can result in serious injury. Consequently, all employees of JWS are given manual handling training, which is delivered as part of a Tool Box Talk session with an accompanying video demonstrating the correct techniques to be used. JWS have conducted risk assessments which identify the work activities that present high manual handling risks. The risk assessments are reviewed quarterly to ensure they are always relevant.

PERSONAL PROTECTIVE EQUIPMENT - TBT 7 H&S_0045

JWS understands that Personal Protective Equipment (PPE) should only be available as a last line of defence against personal injuries at work. Consequently, it aims, as far as is reasonably practical, to maintain safe work equipment and safe systems of work. However, due to the hazardous nature of the workplace, certain activities which JWS carry out require that all employees wear our minimal PPE requirement at all times when in the yard. Additional more hazardous activities require additional PPE including:

- Working on the picking line.
- General mechanical maintenance or repair operations.

- Use of powered electrical equipment.
- Handling of substances hazardous to health.

JWS issue the following PPE as standard to all employees:

- **Safety Gloves** – to protect against sharp blades or edges.
- **Ear Plugs** – to protect against excessive noise.
- **Safety Goggles** – to protect against dust or sprays.
- **Safety Boots** – to protect against heavy/sharp items falling.
- **Dust Mask** – to protect against dust, sprays and fumes.
- **Protective Clothing** – to protect against heat and harmful substances.

In order to be effective and protect employees from hazards, JWS provide PPE that:

- Is appropriate for the hazard faced by the employee.
- Is of a material that will resist the hazard.
- Is suitable for the person using it.
- Does not interfere with the operator performing their task.
- Is of robust construction.
- Does not interfere with other PPE being worn at the same time.
- Does not increase the risks to the wearer.

JWS issue training to all employees on the correct use and care of all PPE issued, this includes but is not limited to:

- Use for intended purpose only.
- Keeping PPE in a good state of repair.
- Repairing or replacing damaged PPE.
- Keeping PPE in suitable clean accommodation when not in use.

JWS will continually monitor and review the effectiveness of all PPE used and will regularly consult all employees as to its suitability for the hazards faced.

PUBLIC SAFETY

JWS have a duty of care to protect all parties during the course of your work activities including members of the public and do all that is reasonably practicable to ensure so.

FIRE - TBT 1 H&S_0040

Fire is a serious threat to JWS both in terms of personal injury and loss of business. JWS have assessed the risk of fire at its site in Salford, and although the risk of fire is not possible to remove totally, we have made significant steps to reduce the risk by:

- Ensuring fire detection systems are in place and are maintained and checked on a regular basis.
- Ensuring fire evacuation procedures are practiced regularly and recorded, reviewed and revised as necessary.
- Ensuring regular fire safety audits are carried out and the results recorded, monitored and any necessary remedial action taken.
- Ensuring adequate firefighting equipment is provided throughout the premises and inspected on a regular basis.
- Ensuring training and instruction are provided to employees in the use of firefighting equipment, evacuation procedures and fire prevention.
- Ensuring fire routes are kept clear at all times and fire escapes are left unlocked and clear.
- Ensuring flammable liquids are kept in metal containers and training in their safe use is given to all employees using them.
- Ensuring combustible materials are not to be allowed to accumulate and bins are to be emptied daily.
- Ensuring a Smokefree Policy is being enforced throughout the premises.
- Ensuring electrical equipment is PAT tested on an annual basis and maintained regardless of cost (PAT).

USE OF DISPLAY SCREEN EQUIPMENT

JWS are aware of the risks involved in use of Display Screen Equipment (DSE), albeit low. In most cases, it is not the display screen itself that poses the risk but the way in which it is used. JWS, in accordance with The Health & Safety (Display Screen Equipment) Regulations 1992, are committed to:

- Analysing workstations annually and assessing their associated risks.
- Planning the work so that there are breaks or changes in activity, ideally allowing the operatives to plan their own work schedule.

HYGIENE AND WELFARE

As part of its commitment to creating a safe and healthy working environment for all employees and visitors to its premises, JWS provides and maintains suitable welfare facilities and a separate area for use during breaks and mealtimes. JWS endeavour to ensure that these facilities are:

- Checked on a regular basis.
- Kept clean at all times.
- Kept well stocked with soap, towels etc.
- Not used as a storage area.

All employees of JWS will be instructed in the importance of maintaining clean welfare facilities and also the importance of their own personal hygiene.

HOUSEKEEPING

JWS ensure that high standards of housekeeping are maintained throughout the whole premises at all times. Recognising that a clean, safe, well maintained and well-planned working environment will promote a safe and healthy workforce, JWS will ensure that:

- All pedestrian routes, work spaces, work stations and fire exits are kept clear and free from a build-up of rubbish or stored items.
- All spillages are cleared up immediately and, if necessary, the area sectioned off until the hazard is removed.
- Waste bins are emptied daily and no build-up of combustible materials is allowed.
- All stock, materials, tools, etc are stored in a safe orderly fashion.
- Cables and trailing leads do not cross pedestrian walkways or working areas. If this is not possible, they will be correctly taped to the floor using high visibility tape wherever practical.
- Electrical equipment are checked on a regular basis by a competent person and taken out of use immediately if any fault is found.
- Other work equipment are checked on a regular basis by a competent person and taken out of use immediately any fault is found.
- Adequate lighting are maintained at all times.

WORKING AT HEIGHT

Falls from height greater than two metres account for almost a third of all accidental deaths in the workplace. JWS are committed to ensuring safe working at height within the company and have taken significant steps to ensure all employees are fully trained to conduct their activities in a safe manner (Refer to TBT's 3 – H&S_0041_GL & TBT4 – H&S_0042).

Ladders

Each year, more accidents arise from the use and/or misuse of ladders and steps than from any other single piece of equipment. In order to prevent injury JWS have banned the use of all freestanding ladders in the work place. JWS have provided A-frame blue Safety Ladders on site with a hand rail to be used when required. These ladders must be defect checked before use to ensure faulty equipment is not used.

Mobile Access Platforms

JWS have a cherry picker and scissor lift on site for use when working at height cannot be avoided. Only staff who have received full training are permitted to operate this equipment.

SITE SAFETY

JWS strive to ensure that our site in Salford is secure; this prevents unauthorised access by members of the public. The site is surrounded by a boundary fence to at least 2.5m high, the fence is checked daily to ensure there are no gaps or damage. Outside of operational hours the site is monitored by a security company who conduct regular walk around checks and monitor the site constantly via CCTV.

ELECTRICAL SAFETY - TBT 21 H&S_0120

JWS operate numerous electrically powered devices within the work area, from low risk office equipment to higher risk equipment. In order to maintain a safe working environment and fully comply with The Electricity at Work Regulations 1989, JWS:

- Carry out risk assessments on all electrical equipment.
- Ensure annual PAT testing is carried out by a competent person.
- Remove from use any damaged or faulty equipment until it has been safely repaired by a competent person.
- Train all employees in the correct use of the equipment.
- Choose equipment that is suitable for its working environment.
- Provide an accessible and clearly identified isolation switch to allow power to be cut off in the event of an emergency.
- Replace damaged or exposed cables immediately.
- Provide enough socket outlets to avoid overloading.
- All electrical equipment will undergo an annual Portable Appliance Test (PAT), carried out by a competent person.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

The Control of Substances Hazardous to Health Regulations 2002 (COSHH), require employers to prevent, or if this is not reasonably practicable, control employees' exposure to hazardous substances.

JWS utilises few substances that, if used in an inappropriate manner, could be hazardous to health. However, JWS recognises the need to control hazardous substances in accordance with The Control of Substances Hazardous to Health Regulations 1999 and therefore:

- Undertake risk assessments of all work processes where substances are involved and decide which of the processes involve the use of substances hazardous to health so that decisions can be made about necessary control measures.
- Maintain records of all COSHH assessments.
- Inform the workforce of the findings of the risk assessments and provide any person exposed to substances hazardous to health with the necessary information, instruction and training for them to know the risks to health created by such exposure and the precautions that should be taken.
- Provide suitable PPE and train employees in its use.

NOISE - TBT 83 H&S_0719

The nature of work carried out at JWS generates different levels of noise. JWS therefore aim as far as is reasonably practicable, to protect employees and visitors to the premises against excessive loud noise or prolonged exposure to noise and ensure that:

- The level of noise and the exposure to noise is assessed on a regular basis. The assessment will be recorded, monitored and reviewed as necessary.
- Suitable PPE, in the form of full ear defenders, is freely and readily available to all employees and visitors to the premises.
- Full training, information and instruction is given to all employees exposed to all levels of noise, both with regard to the available Personal Protective Equipment and in effective noise control measures.
- All equipment used within the workshop is well maintained thereby minimising, as far as is reasonably practicable, the vibration noise caused by the equipment.
- All areas prone to excessive or prolonged noise are clearly designated as 'Ear Protection Zones'.

USE OF VEHICLES

JWS recognises that the use of vehicles is a vital part of its day to day business activities. In addition to ensuring that the vehicles are regularly serviced, well maintained and frequently checked for roadworthiness, JWS shall instruct all drivers to:

- Ensure that they are fit to drive.
- Ensure that they do not drive whilst under the influence of alcohol.
- Ensure that they are not taking any medication that could affect their ability to drive.
- Plan their journeys in advance.
- Adopt a comfortable posture whilst driving.
- Adhere to no smoking laws.
- Not to exceed speed limits.
- Not to use mobile telephones.
- Adhere to all hazard signage and markings.
- Be aware of and plan for adverse weather conditions.
- Be courteous and stay calm at all times.
- Be aware of all road traffic accident reporting procedures.

FIRST AID

JWS strive to ensure that First Aid provisions are adequate for the working environment, both in the number of First Aiders and with regard to the actual First Aid kits. As part of the overall approach towards health and safety and in accordance with The Health & Safety (First Aid) Regulations 1981, JWS are committed to:

- Training as many staff as is practical in the use of First Aid.
- Providing adequate and sufficient First Aid kits at its premises.
- Recording all First Aid treatment given.

Appointed First Aiders are responsible for ensuring that they are familiar with the contents of the kit and how to safely use the items within the kit. Also, they are responsible for ensuring that the kit is checked twice a year and that it is replenished when required.

ACCIDENT REPORTING AND RECORDING - TBT 86 H&S_0087

JWS Waste & Recycling Ltd strives towards maintaining a safe and healthy working environment, maintaining safe plant and equipment and developing safe systems of work. However, it understands that occasionally unforeseen accidents may occur and it is therefore committed to complying with Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

JWS have a written accident procedure which all staff are trained to follow. This involves reporting of accidents and completion of the accident book. In the event of an accident, management will conduct an investigation which will be relevant to the scale of the accident. Following this, actions will be put into place to prevent re-occurrence.

H&S LAW POSTER - TBT 29 H&S_0189

JWS have displayed copies of the Health and Safety Law Poster throughout the workplace and strive to ensure employees are aware of the poster and its content. Full training in awareness of the poster is given to employees in the form of a Tool Box Talk.

CONTRACTORS - TBT 56 H&S_0406

JWS are committed to ensuring the safety of all contractors working on our site. Contractors are required to undergo a full site induction delivered by the relevant Department Manager and also provide copies of their liability insurance, method statement and risk assessments relating to the work they will be carrying out on site. Once inducted contractors require a permit to work to operate on site, this indicated the hazards involved in the work they will be undertaking and the precautions need to ensure the safety of the contractor and all other worker operating in the vicinity.

VISITORS

All visitors to the site are issued with instructions regarding evacuation procedures etc. Visitors are not permitted to enter site unless accompanied by a guide.

AGENCY STAFF

JWS are committed to ensuring the safety of all agency staff working on their site. All agency staff are given a full site induction by the agency before starting work on site.

LOAD SECURITY – TBT 43 H&S_0740

It is a legal requirement and highly important to JWS that all vehicles loads are safe and secured whatever the journey. As loading and unloading vehicles is part of JWS's daily practice we take the training of all employees in the safe working procedures we have in place for securing loads. It is the JWS's responsibility to provide suitable vehicles and securing equipment for each load carried and to ensure that drivers and loading staff are competent and have received sufficient instruction in its use. It is the driver's duty to check and ensure that the load is adequately secured at all times, not just at the start of the journey.

LONE WORKING - TBT 42 H&S_0225

JWS employees undertake a couple of activities which involve lone working therefore JWS are committed to ensuring the safety of any of their employees carrying out lone working. Drivers are provided with radios and are in regular contact with the traffic controller. Other lone workers are issued with mobile phones and instructed to stay in regular contact with the traffic office – particularly when arriving at or leaving a site. JWS have a lone working procedure which all employees are trained to follow.

ASBESTOS - TBT 17 H&S_0102

JWS acknowledge that there is a risk of their employees coming into contact with asbestos due to the nature of the work. JWS provide all employees with asbestos awareness training which involves identifying asbestos, handling asbestos safely etc.

LIFTING EQUIPMENT AND LIFTING EQUIPMENT REGULATION 1998 (LOLER)

JWS accept there are risks involved in operating lifting equipment and in accordance with the Lifting Operations and Lifting Equipment Regulations 1998, JWS regularly inspect equipment and keep records to ensure the equipment is safe to operate. Safety harnesses, hook Skips, chains and Lifting Equipment are tested every 6 months under LOLER. When inspected, hook lift skips are also regularly inspected, both visually and by laser to ensure their safety when in use by our customers.

PROVISION AND USE OF WORK EQUIPMENT REGULATIONS 1998 (PUWER)

JWS undertake Daily defect checks on equipment to ensure they are safe and fit for purpose such as:

- Power Tools
- Ladders
- Cherry Picker
- Fuchs
- Bucket Loaders
- Welding Equipment
- Vehicles
- Fork Lift Truck
- Safety Harness
- Skips

Defect sheets are undertaken by staff members before using any equipment and are submitted to Management who will book in repairs where required or lock out the equipment if it is not safe to use. All

equipment is PAT tested annually. Additionally, machines are serviced every 500 hours, vehicles are serviced every 6 weeks and all other equipment is serviced annually.