

POLICIES AND PROCEDURES

Title	Health & Safety Policy	Reference	D011
Last update	04/2025	Next scheduled review	01/2026

POLICY STATEMENT

Krypton Building is a construction and building services provider working on a wide range of construction, refurbishment and fit-out projects for a range of companies, primarily in healthcare settings. We consider Health & Safety matters to be a priority and integral to all our activities, ensuring the safety, health and wellbeing of our employees, anyone who carries out work on our behalf and anyone affected by our activities.

Krypton Building is a professional and safety conscious organisation which values the effective management of health, safety and welfare throughout all stages of a project. The clear objective is to minimise harm to persons and property by adopting a proactive approach to effective risk and safety management. All work will be carried out in accordance with applicable legislation and industry best practice, to the relevant statutory provisions with all reasonably practicable measures being taken to avoid risk to employees or others that may be affected.

Management and supervisory staff have the responsibility for implementing the policy throughout the company and must ensure that health and safety considerations are always given priority in planning and day-to-day supervision of all work.

Krypton Building will fully comply with the duties placed upon it within the requirements of Statutory Legislation, whilst at all times complying with the requirements and duties set out within Approved Codes of Practice and Guidance as issued by the Health and Safety Executive. Furthermore the necessary financial resources will be made available by the company in order for us to comply with our statutory duties and requirements of this policy.

All employees and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own works, so far as is reasonably practicable, are carried out without risk to themselves, others or the environment. This includes co-operating with management on any health, safety or environment related matter.

Krypton Building will take all practical steps to ensure that potential hazards and risks are identified, and that suitable and effective preventative and control measures are implemented. The correct safety equipment and personal protective equipment will be provided to all employees and all employees will be provided with the necessary instruction and training in safe methods of work, and the safe and efficient operation and maintenance of tools and equipment.

H&S POLICY COMMITMENTS

It is the policy of Krypton Building to provide and maintain a working environment that is, so far as is reasonably practicable, safe and without risks to health, adequate as regards welfare facilities and that ensures that persons not in the Company's employment are not exposed to risks which may arise from the Company's activities. To demonstrate this commitment we undertake to:

- Develop, implement and maintain a Health & Safety management system (SMS) that is fully compliant with BS ISO 45001:2018.
- Comply with all legal and other requirements applicable to the business.
- Monitor our SMS and continually improve our health and safety performance.
- Provide and maintain equipment and systems of work which are, so far as is reasonably practicable, safe.
- Provide such resources, information, training and supervision necessary to enable the Company and its employees to meet their Health & Safety responsibilities.

RESPONSIBILITY

The Managing Director has overall responsibility for all Health, Safety, Welfare and Environmental matters.

Site Managers have day-to-day responsibility for maintaining H&S and environmental management provision on client sites.

It is the responsibility of all employees to undertake a commitment to the working practice of this Policy. It is a condition of employment that all employees will cooperate with the Company by:

- Following instructions contained in the SMS or notices displayed on Company property.
- Taking reasonable care of their own Health & Safety and of persons who may be affected by their acts or omissions at work.

ALIGNING H&S CLIENT ARRANGEMENTS

Wherever we are working on customer sites, we work closely with their own H&S Advisers and estates team to make sure that policies and procedures are appropriately aligned and that we are providing all required tools, materials and protective equipment and clothing (PPE) for safe working on each site.

As part of our commitment to continuous improvement in our own company, we also assess our customers' H&S policies and procedures to see if there are any provisions that we should integrate into our own policies, procedures or Safe Systems of Work.

MONITORING EFFECTIVENESS OF H&S PROCESSES AND PROCEDURES

In reviewing the effectiveness of our H&S systems and processes, we ensure the following:

- Provide training and induction programmes for new employees and newly promoted managers/supervisors on all Krypton Building H&S policies, procedures and applicable H&S laws/regulations.
- Provide all staff with health and safety training and information on the hazards of their jobs; this may be through formal or on-the-job training, written briefings and work area postings.
- Employees receive H&S training on an on-going basis and whenever they change roles or responsibilities.
- We display H&S policies and local legal requirements in areas where staff will see and understand them and in a language they understand.

REVIEW AND UPDATE

This policy is reviewed at least annually and is maintained by our HR Manager who also ensures compliance and will provide advice and guidance to all management and employees on the policy implementation.

We will also regularly review all associated procedures, training and awareness programmes to ensure that they remain current and appropriate to our needs.



John O'Donnell- Managing Director
Krypton Building Services Limited