

**VPH EARTHWORKS LTD  
HEALTH, SAFETY &  
OCCUPATIONAL HEALTH  
POLICY**

2025

# SECTION 1

## GENERAL STATEMENT OF HEALTH & SAFETY POLICY

The company's premises are at VPH Earthworks Ltd, and majority of the work undertaken is plant, attachments and driver/operator hire.

VPH Earthworks Ltd 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 best practices to the relevant statutory provisions with all reasonably practicable measures being taken to avoid risk to employees or others that may be affected.

To achieve the highest level in safety standards within the company and clients it is essential that everyone takes responsibility for health and safety and co-operate within the company handbook, the risk assessments, method statements, COSHH assessments, safe systems of work, Legislations, codes of practice and safe working procedures.

VPH Earthworks Ltd always seeks to create and maintain a safe and healthy workplace, which is environmentally sustainable. Compliance with the Health and Safety at Work etc. Act 1974 and associated legislations. VPH Earthworks Ltd will ensure, so far as is reasonably practicable, the health, safety and welfare of all its employed personnel and any others affected by its work activities.

VPH Earthworks Ltd recognises that employees and clients are a vital resource, and priority will be given to the effective prevention of risks and to health and safety. In doing so, the support of all employees and clients is needed in avoiding accidents and ill health. All employees are reminded of their personnel legal responsibilities and are required to do everything to prevent injury to themselves and to others. All employees will be provided with the necessary instruction and training in safe methods of work, and the safe and efficient operations and maintenance of tools and equipment.

The managing director has overall responsibility for health and safety, welfare and environmental matters. The operations of this policy will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to the company's activities.

Signed:

*Gary Lawless*

Managing Director

Date 22<sup>nd</sup> May 2025

Review Date: 22<sup>nd</sup> May 2026

## SECTION 2

### OCCUPATIONAL HEALTH POLICY

The health and well-being of employees is a core value of VPH Earthworks Ltd and the provisions of occupational health is a key aspect of the company.

Occupational health is a concern with the inter-relationship between work and health i.e. how to work and how working environment can affect a member of staff's health and how a member of staff's health can affect their ability to do their work.

The principle aim of our occupational health policy is therefore the prevention of ill-health in the workplace by:

- Assisting with the identification and management of health risks;
- Ensure that health risks arising from our actions are identified so as to enable the implementation of the necessary controls measures and where appropriate we will carry out occupational health surveillance;
- Encourage a culture where managers and supervisors take an active interest in the health & well-being of our staff/employees;
- Ensure staff/employees to raise/discuss and resolve individual work-related ill- health issues through the involvement and consultation;
- Provide appropriate effective communication, information, instructions regarding health risks;
- Appropriate risk assessment in place so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact;
- Implementing the appropriate working arrangements, reasonable adjustments and support for staff that are identified as at particular risk; and
- Staff/employees to cooperate with management/supervisors with regards the implementation of the required appropriate measures to control the health risk in the work place.

Signed:

*Gary Lawless*

Managing Director:

Gary Lawless

Date: 22<sup>nd</sup> May 2025

Review Date: 22<sup>nd</sup> May 2026