

“We are committed to providing and maintaining a safe and healthy environment for our workers and to ensuring the safety of others affected by our involvement. We are committed to proactive health and safety management at all levels, positively influencing interested parties whilst conducting our activities. Safety is not separate from our business, but is an integral and fundamental part of our business”

It is the policy of **calfordseaden LLP, Calford Seaden (Health and Safety) Limited** and **Knoll Rise Services Limited** that every Employee, Manager, Group Leader, Member, Director & Partner supports and continually improves the company’s approach towards protecting all workers from injury and ill health and recognises that by our commitment to leadership and management we:

- As a minimum, follow Government COVID-19/pandemic guidance.
- Encourage positive behaviour and safety culture, promoted by constructive and effective communication, consultation and participation with all employees and their representatives.
- Ensure that legal, personal and any other responsibilities are discharged in a safe, reliable and competent manner and that all employees are able to remove themselves from situations that are potentially harmful.
- Provide adequate and appropriate training of our teams and ensure responsibilities are discharged in a safe and reliable manner.
- Work with the industry and our Clients to improve overall health and safety, including recognising our contribution through safety in design.
- Provide adequate funding and resources that contributes towards a safe and healthy environment and comply legally.
- Understand that by the development and implementation of safe working practices we are likely to eliminate hazards and reduce risks, accidents, incidents and occupational ill health.
- Measure, monitor and report on safety management to the Management Partners regularly and ensure lessons learned are communicated across the business.
- Set key safety objectives, review performance and strive for continuous improvement.

Partners/Directors, Members, Group Leaders and all workers are required to ensure that the safety procedures are observed and promote an awareness of safety in all personnel as an integral part of their good management.

The Partners/Directors have allocated the responsibility of monitoring compliance to our safety management system to the Head of Health & Safety, who will report to them at regular intervals and recommend changes where necessary.

The Health and Safety Policy is the direct concern of all personnel and the Partners/ Directors are accountable for its implementation.

Although the prime responsibility for ensuring health and safety rests with the Partners/Directors we look to our Members and all worker’s support and professionalism to make this policy truly effective.



Paul Miller FRICS
Managing Partner

Amendments

Date	Section	Amendment
01/22		Reviewed at Management Review, no changes.
12/20		New style, reviewed and updated to include reference to COVID-19/pandemic
10/19		Signatory changed to Paul Miller
09/19		Extracted from H&S Policy and made into stand-alone document.