

## Occupational Health and Safety Policy

KPS Contractors provides domestic and commercial landscape gardening and contracting services, including arboriculture, hard and soft landscaping, fencing, garden design, site clearance services, burials and building services. KPS Composting provides composting services.

KPS Contractors and KPS Composting Services have adopted the provisions as contained in the Health and Safety at Work Act 1974 and other applicable regulations in our industry. All levels of management are to be aware of their roles and responsibilities as laid out in our Health and Safety Policy Arrangements and are to ensure that these are always followed. By assuring this application, we recognise the business case for and will prioritise the provision of, a sound approach to the safety, health and welfare of all our employees and anyone who may be affected by our acts or omissions, and any of our other business outputs.

KPS has established, implemented and will maintain an occupational health and safety management system that provides safe and healthy working conditions for the prevention of work-related injury and ill health and implements the requirements of ISO45001. We will aim to achieve this by our leadership commitment and involvement in establishing and reviewing occupational health and safety objectives annually, eliminate hazards and reduce occupational health and safety risks, ensure consultation and participation of workers and worker representatives, fulfil all applicable legal and other compliance obligations, protect workers from reprisals when reporting incidents, hazards, risks and opportunities and ensure the effectiveness and continual improvement of the occupational health and safety management system. We will also minimise our impact on climate change, where practicable.

We will endeavour to ensure that all employees are provided with sufficient information, training, instruction and supervision to enable us to maintain a safe place of work and safe systems of work at all times. In particular we will ensure that all reasonable measures as dictated by the appropriate Approved Codes of Practice and our risk assessments are undertaken to ensure the safety, health and welfare of all persons on sites or other work places including employees, contractors and visitors (whether invited or not) and all persons passing by our works including the general public and/or occupants, staff etc, especially where work is on or adjacent to a public footpath, pavement or other accessible area to the public or neighbouring property owners.

We are committed to the continual development of a safe and healthy culture throughout our company structure and will consult with employees / safety representatives and external professional safety bodies to maintain or enhance our health and safety arrangements. We place great emphasis on the need for co-operation and support viewing breaches of Health and Safety Legislation or duties and procedures as set out in our policy document, as serious misbehaviour, liable to result in disciplinary action. The Health and Safety Director has the direct responsibility for ensuring the correct management structure is in place to eliminate or reduce risk so far as is reasonably practicable.

All financial and physical resources required for both implementing and monitoring the arrangements of this policy and that of our activities will be allocated as endorsed by the Director. The planning stage of our activities both at the office and on all work locations are important and personnel expertise and time resource will be ensured. For site working initial assessment and identification of necessary controls, together with information received from clients and other bodies will be undertaken / evaluated and appropriate resources allocated (e.g. financially through the tendering process). This will in turn enable the procurement of suitable contractors with specialist skills, the determination of adequate time resources and equipment selection.

This occupational health and safety policy is reviewed annually, in respect of all company changes and identified omissions, during our senior management review meeting and issue is controlled by our document control register. We will communicate this occupational health and safety policy to all interested parties via our website.

Danny Smyth



Director Responsible

November 2024