



Health and Safety Policy

2024-2025

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Health and Safety Policy Arrangements

The purpose of this document is to set out the Health and Safety Policy of Tradeslink Asbestos Services Ltd as required by section 2 (3) of the Health & Safety at Work etc. Act 1974.

Due to the nature of our business, i.e. the supply of temporary labour to contractors in the Asbestos Removal and Construction Industries, our Health & Safety Policy should be read in conjunction with that of the hiring companies existing Health & Safety policy.

Tradeslink cannot operate a Health & Safety policy which would contradict that of the hiring contractor's overall Health & Safety policy, as the temporary operatives supplied fall under the health and safety directive of the hiring client.

It is the Policy of Tradeslink to:

1. Safeguard, in conjunction with the main contractor (the hirer), the Health & Safety and welfare of all its hired labour placements while at work.
2. As far as reasonably practicable, that during the course of their undertakings, that any people not in its employment are not exposed to risks to their Health and Safety.
3. To meet all legislative requirements with regards to Health and Safety.

Health and Safety Organisation & Arrangements

Under the requirements of the Health and Safety at Work Act 1974, Tradeslink has a clear responsibility to ensure that the health and safety policy is adequately implemented through the allocation of responsibilities to all key personnel, and those who are visiting our premises.

Tradeslink will identify those within the organisation who have such a role. They are shown in the organisation chart included in the Appendices in the health and safety manual.

Managing risk assessments

Risk assessments (if applicable) are written by the Managing Director. Assessments are managed and indexed by the Managing Director or designate who will periodically review all risk assessments. All temporary operatives, employees and managers are responsible for the identification of risks to health and safety so that they can be adequately assessed and managed.

Arrangements for consultation with employees

Health, safety and welfare committees with employee and management appointed representatives will meet regularly to discuss health and safety issues. All issues raised are documented, and these documents are made available on notice boards for all employees.

Arrangements for maintaining plant and equipment

Plant and equipment is maintained on a regular basis, according to the manufacturer's recommendations and/or regulations by each contractor and individual. Each member of staff will utilise maintenance contracts through approved suppliers where required and their internal resources to maintain equipment.

Arrangements for safe handling and use of substances

All substances (as per the Control of Substances Hazardous to Health regulations 2004) will be risk assessed. Employees will receive information & instruction on all assessed chemicals, and any other chemicals that are banned from use.

Arrangements for providing information, instruction and supervision

Information & guidance will be available in various formats, e.g. method statements, safe working procedures, risk assessments and safe practices to provide the employee with the necessary information & instruction to carry out their role in a safe system of work. Other external sources of information (Subscriptions) will be used. Management/supervision will be provided by designated persons whose role is to ensure that all employees are working as directed.

Arrangements for training

Training on induction will be given, and a system of ongoing training will be provided to ensure that each person is suitably and sufficiently trained to carry out their role. Minimum levels of training are required as per job descriptions for all personnel and refresher training as per statutory provision will take place.

Arrangements for accidents, first aid and ill-health issues

All accidents and their causes will be investigated according to the company standard HSE guidelines for accidents & incidents and actions/improvements reported to the relevant business units.

From risk assessments conducted, suitable and sufficient numbers of trained first aid personnel will cover all sites. Health issues will be monitored from risk assessments of current activities.

Arrangements for monitoring, audit and review

Where required, monitoring for health issues will be carried out. Regular audits by our auditors and health and safety consultant and designated personnel will be carried out to ensure that compliance to health & safety policies are maintained.

Emergency procedures arrangements

Emergency procedures will be documented so that the Health, Safety & welfare of our employees is maintained during an emergency.

Employees will be given adequate information, instruction & supervision by trained personnel during emergencies in line with the client or building procedures.

Management & Control of Contractors/Suppliers

Contractors/Suppliers will be approved by our in house approval process. Where necessary, all contractors will need to have the relevant licences for work with our Company. All contractors approved will be required to work in accordance with the hiring clients systems and will be inducted to the same levels as their employees.

Staff Welfare

In accordance with Workplace (Health, Safety and Welfare) Regulations 1992, Tradeslink will provide, all necessary welfare provisions and safe access and egress, so that our employees have access to all amenities, e.g. toilet and washing facilities, to make their work environment safe and comfortable.

As Tradeslink is a labour only provider, temporary operatives engaged fall under the health and safety directive of the hiring client. As such, Tradeslink acknowledges it has a duty of care to ensure that appropriate welfare provisions are made available to the operatives engaged by the hiring client.

Responsibilities

All employees and temporary operatives engaged by Tradeslink will be informed of their responsibility to take reasonable care of the Health & Safety of themselves, and others who may be affected by their acts or omissions while at work and for complying with Health & Safety legislation which relates to them in the performance of their duties.

The Directors and Senior Management shall periodically review this Policy to ensure its continued suitability to our Company.

This Policy was approved & authorised by:



Alexandra-Jade Shortiss
Head of Asbestos Operations

Date of review: 26/03/2025
Date of next review: 26/03/2026