

Health & Safety Policy Statement 2022

I recognise the diverse nature of the work activities undertaken by Capstan Group Services LTD and the diversity of the people we employ.

- Achieving Capstan Group Services LTD vision and values will involve managing a range of hazards and risks associated with the specialist industry and varied nature of activities necessary to provide a comprehensive service to our clients.
- My aim, as MD, is to ensure that all Capstan Group Services LTD employees are provided with a safe and healthy working environment wherever they may be working.
- The Asbestos Division covers a wide range of environment and social issues and as such, the employees that deliver these services face challenges in their workplace and in the community. These challenges include; communication, understanding culture, lone working and dealing with individuals who may be vulnerable or represent a risk to themselves or others around them.
- The Asbestos Division is highly regulated and to continue complying with industry requirements forces employees to assess each workplace individually and make suitable changes to ensure the safety of those undertaking these works. The management team support the decision making process expected of our employees, and as such promote and encourage engagement with all staff.
- The maintenance and construction activities involve significant health & safety risks, including working at height, the presence of asbestos and maintaining electrical and mechanical services. Those undertaking these works often work in occupied areas and their safety from violence, both verbal and physical, is a constant risk. I promote liaison with occupiers to ensure all parties are comfortable with arrangements for carrying out these works.
- Assessments for tasks are individual and can identify issues that require resolution prior to commencement. The company encourages consultation with employees to resolve issues to a satisfactory end.
- In addition, our support employees are based within modern office environments, which, if not properly managed can have a detrimental effect on the health & safety of employees.
- I am committed to the principles of risk prevention and continual improvement where arrangements shall be developed and implemented, (so far as is reasonably practicable), to systematically identify hazards, evaluate the risks and develop control measures and safe systems of work that will protect all those affected; including employees, contractors, clients and others who may be affected by our activities.
- Capstan Group Services LTD shall seek to achieve, as a minimum, the health & safety standards as set out under the Health & Safety at Work etc Act 1974, delegated legislation made under the Act and the supporting Approved Codes of Practice / HSE Guidance and British Standards, including legislation enforced by other Government Offices, for example: The Control of Asbestos Regulations 2012 and the Regulatory Reform (Fire Safety) Order 2005.

Key objectives for Capstan Group Services Ltd & CG Environmental are to:

- Develop a positive safety, health and environmental culture
- Develop and maintain a risk / legislation register that will be reviewed and updated as necessary to keep pace with changes in circumstances or legislation
- Ensure that persons are competent to carry out their responsibilities through the provision of adequate information, instruction and training.

This policy will be communicated to all employees, other relevant persons and interested parties so that all Capstan Group Services LTD staff fully understands their responsibilities, and others who may be affected, are aware of actions to be taken by Capstan Group Services LTD to control risk.

This policy will be reviewed annually to ensure that it remains appropriate in light of any changes in work practices, technology or legislation and that Capstan Group Services LTD meet all objectives.



Robert Beach - Managing Director