



SMITH & SONS (BLETCHINGTON) Limited
HEALTH, SAFETY & WELLBEING POLICY STATEMENT

INCLUDING LINEAR FISHERIES (OXFORD) LTD

Health, Safety and Wellbeing are core values which are incorporated into all aspects of our business, and we are committed to the health, safety and wellbeing of our employees and others who may be affected by our activities. The company shall operate a Health and Safety Management System (SMS) in line with the requirements set out in ISO45001:2018.

Everyone working for the Company should expect a safe and healthy working environment, and in turn, everyone should contribute towards the goal through responsible behavior.

The Board of Directors, management and employees of the Company are all accountable for the prevention of injuries and occupational illnesses, and will be committed to continually improving health, safety, and wellbeing performance of the business with the ultimate target being that **EVERYONE GOES HOME SAFE AND WELL EVERYDAY**. The commitment will be achieved through the following actions:

- No job or task will be carried out unless it can be done so safely – every employee is empowered to stop a job or task at any time if they think it is being carried out unsafely.
- H&S objectives will be set for the business on an annual basis by the Senior SHEQ Management Team.
- The Board of Directors and all managers will lead by example and actively engage with their teams; Managers are responsible for health, safety, and wellbeing compliance, communication, and implementation. They will ensure that:
 - Risk assessments will be used by all and suitable safe systems implemented to eliminate, control, and reduce all hazards where practicable.
 - Employees and contractors under their responsibility must have adequate training, experience, qualifications, and skills to carry out their duties in a safe and competent manner.
 - Roles and responsibilities are clearly communicated and understood by their teams.
- Maintaining health and safety reporting, systems and procedures.
- All accidents, significant incidents require prompt reporting, investigation, root cause analysis and implementation of improvements, which will be communicated to all employees.
- Implementation of inspection regimes and performance checks to identify shortfalls and address actions.
- Complying with legal obligations.
- Clear and transparent communication and knowledge sharing with employees on matters that affect their health and safety - Safer by Sharing
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- Provide a comprehensive program of health surveillance for employees.
- Provide a comprehensive Employee Assistance Program to support our employees.
- Measure health and safety performance to drive continuous improvement and report performance transparently to the Board of Directors and Stakeholders.
- Ensuring active participation of all employees to help continual improvement of our health, safety and wellbeing performance.
- Ensuring all employees will be made aware of their roles and responsibilities and shall be accountable for their actions.

It is the responsibility of the Board of Directors and Management to ensure that adequate resources are provided to deliver the above actions.

This Policy Statement will be reviewed every 12 months or when there is a significant change to the Management System.

Signed:

Ric Clemmey, Managing Director.

March 2025

Review Date: March 2026

Owner	Gary Relf	Reference	IMS-HS-101-G001
Authorisor	Ric Clemmey	Revision	004
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