



CONNECT SKILLED CONTRACTOR SERVICE LTD

HEALTH & SAFETY POLICY

Document Title: Health & Safety Policy

Company: Connect Skilled Contractor Service Ltd

Version: 1.0

Issue Date: 30 June 2026

Review Date: 30 June 2027

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1. Statement of Intent

Health and Safety Policy Statement

Connect Skilled Contractor Service Ltd is committed to protecting the health, safety and welfare of all employees, subcontractors, clients, visitors and members of the public who may be affected by our work activities.

The company recognises that good health and safety management is fundamental to successful business performance and aims to achieve the highest practical standards across all construction activities.

We are committed to:

- Complying with the Health and Safety at Work etc. Act 1974 and all relevant UK legislation.
- Preventing work-related injury and ill health.
- Providing safe systems of work.
- Providing suitable training, supervision and information.
- Providing suitable plant and equipment.
- Consulting with employees regarding health and safety matters.
- Continually improving our Health and Safety Management System.
- Ensuring all work is properly planned through suitable and sufficient Risk Assessments and Method Statements (RAMS).
- Meeting our duties under the Construction (Design and Management) Regulations 2015.

Every employee and subcontractor has a legal duty to take reasonable care of themselves and others and to cooperate with the company in implementing this policy.

Health and safety will never be compromised for production, programme or commercial pressures.

Signed:

_____ **Aleem Aziz** _____

Director

Connect Skilled Contractor Service Ltd

Date: ____30/06/2026_____

2. Company Information

Company Name:

Connect Skilled Contractor Service Ltd

Business Activities

Construction

Property Refurbishment

Residential Building

Commercial Building

Fit-Out Works

Floor Preparation

General Contracting

Drylining

Carpentry

Painting and Decorating

Floor Finishes

General Building Maintenance

Recruitment

I.T Software Development

3. Health and Safety Objectives

The objectives of this policy are to:

- Achieve zero fatalities.
- Prevent serious injuries.
- Reduce accidents and near misses.
- Promote a positive safety culture.
- Ensure all employees receive appropriate training.
- Ensure all sites comply with CDM 2015.

- Ensure suitable welfare facilities are available.
 - Review risk assessments regularly.
 - Maintain safe working environments.
 - Protect the environment wherever practical.
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4. Organisation and Responsibilities

Director

The Director has overall responsibility for health and safety and will ensure adequate financial and physical resources are made available.

Responsibilities include:

- Implementing this policy.
 - Providing competent supervision.
 - Appointing competent contractors.
 - Ensuring suitable insurance is maintained.
 - Monitoring health and safety performance.
 - Reviewing accidents.
 - Ensuring statutory inspections are completed.
 - Ensuring legal compliance.
 - Reviewing this policy annually.
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Site Managers

Site Managers shall:

- Plan work safely.
- Carry out inductions.
- Monitor subcontractors.
- Complete weekly inspections.
- Stop unsafe work immediately.
- Ensure RAMS are followed.
- Report incidents.
- Maintain welfare facilities.
- Ensure emergency procedures are understood.
- Conduct toolbox talks.

Supervisors

Supervisors will:

- Monitor work activities.
- Enforce site rules.
- Inspect PPE.
- Brief operatives.
- Report defects.
- Ensure housekeeping standards.
- Prevent unsafe acts.

Employees

Employees are required to:

- Work safely.
- Follow company procedures.
- Wear PPE.
- Report hazards.
- Report accidents.
- Use equipment correctly.
- Attend training.
- Cooperate with management.
- Never misuse safety equipment.
- Stop work if conditions become dangerous.

Subcontractors

All subcontractors shall:

- Hold appropriate competence.
- Provide evidence of training.
- Supply suitable RAMS where required.
- Follow site rules.
- Maintain equipment.
- Report incidents immediately.

- Wear appropriate PPE.
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5. Health and Safety Arrangements

Risk Assessment

Suitable and sufficient risk assessments shall be completed before work begins.

Assessments shall identify:

- Hazards
 - Persons at risk
 - Existing controls
 - Additional controls
 - Residual risk
 - Review dates
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Method Statements

Method Statements shall explain:

- Sequence of work
 - Plant required
 - PPE required
 - Emergency arrangements
 - Competence requirements
 - Control measures
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Consultation

Employees will be consulted through:

- Toolbox Talks
- Safety Meetings
- Daily Briefings
- Site Inductions

- Near Miss Reporting
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Training

Training shall include:

- Site Induction
- Manual Handling
- Working at Height
- Fire Awareness
- First Aid Awareness
- COSHH Awareness
- PPE
- Asbestos Awareness
- Emergency Procedures

Training records shall be maintained.

Personal Protective Equipment

Minimum PPE:

- Safety Boots
- Hi-Visibility Clothing
- Hard Hat
- Gloves
- Eye Protection

Additional PPE shall be provided where identified by risk assessment.

First Aid

Every workplace shall have:

- First Aid Kit
- Appointed First Aider
- Emergency Contact Numbers
- Accident Book

Fire Safety

Each site shall have:

- Fire Extinguishers
- Fire Assembly Point
- Fire Action Notices
- Emergency Contact List
- Means of Raising the Alarm

Hot works shall only proceed under suitable controls.

Welfare

Suitable welfare shall include:

- Toilets
 - Wash Facilities
 - Drinking Water
 - Rest Area
 - Heating
 - Drying Facilities
 - Waste Bins
 - Seating
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Housekeeping

All sites shall be maintained in a clean and tidy condition.

Waste shall be removed regularly.

Access routes shall remain unobstructed.

Manual Handling

Manual handling shall be avoided where possible.

Mechanical aids shall be used whenever reasonably practicable.

Work at Height

All work at height shall be planned.

Suitable access equipment shall be selected.

Ladders shall only be used for short-duration, low-risk work.

Scaffolds and mobile towers shall be inspected before use.

Electricity

Portable electrical equipment shall be inspected before use.

110V equipment shall be used wherever practical.

Damaged equipment shall be removed from service immediately.

Accident Reporting

All accidents, incidents and near misses shall be reported immediately.

Incidents meeting RIDDOR reporting criteria shall be reported to the relevant enforcing authority within the required timescales.

Investigations shall identify root causes and corrective actions.

Occupational Health

The company will:

- Monitor health risks.

- Control exposure to hazardous substances.
 - Provide health surveillance where required.
 - Support mental wellbeing.
 - Encourage early reporting of health concerns.
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Environmental Protection

The company will:

- Reduce waste.
 - Prevent pollution.
 - Segregate recyclable materials.
 - Control dust.
 - Control noise.
 - Protect drains and watercourses.
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Emergency Procedures

Emergency arrangements include:

- Fire
- Medical Emergency
- Structural Collapse
- Gas Leak
- Flooding
- Severe Weather

Emergency contact details shall be displayed on every site.

6. Monitoring and Review

Health and safety performance shall be monitored through:

- Weekly Site Inspections
- Director Audits
- Toolbox Talks
- Accident Reviews

- Near Miss Reports
- Training Reviews
- Annual Policy Review

Corrective actions shall be recorded and monitored until completed.

7. Document Control

Document Owner: Director

Approved By: Director

Version: 1.0

Issue Date: 30 June 2026

Next Review: 30 June 2027

This policy applies to all employees, labour-only subcontractors, agency workers, contractors and visitors engaged by Connect Skilled Contractor Service Ltd.

Failure to comply with this policy may result in disciplinary action, removal from site, termination of contract or other appropriate action.