



# **G. D. PARVIN**

## **PAINTERS & DECORATORS**

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### **HEALTH , SAFETY & WELFARE POLICY STATEMENT 2015**

Health & Safety Procedure Issue Date: 2 February 2015

## **Health, Safety and Welfare Policy: Statement of Intent**

This written Policy Statement as required by Section 2(3) of the Health & Safety at Work Act 1974 and the Management of Health & Safety Regulations 1999 applies to all G.D.Parvin Ltd. employees; this includes but is not limited to the employees of Contractors, Sub-Contractors, Self Employed Persons, Clients and Consultants. This Policy demonstrates that appropriate measures have been determined and applied.

The Company recognises all their employees to be the most valuable resource and that the health and welfare of all employees is essential in achieving the Company's mission.

The well being of all employees is of a primary concern by investing in the health and welfare of employees the Company is investing in the efficiency and effectiveness of the organisation.

The company is committed to producing a caring and supportive working environment which is conducive to the welfare of all employees, and which enables them to develop towards their full potential.

The Policy of the Company is to provide high standards of health, safety, welfare and environment at work to prevent, so far as is reasonably practicable, accidental loss that may result in:

Personal Injury.

Ill Health.

Damage to plant and property.

Influence upon the environment.

The Company objective is to achieve this, so far as is reasonably practicable, by:

- Providing an organisation structure which supports and implements risk assessment and risk control.
- Providing equipment and methods of work that are safe and without risk to health.
- Providing adequate welfare facilities that are maintained in an efficient manner.
- Ensuring that the arrangements for the use, storage, transport of articles and substances used at work are adequate.
- Setting up emergency procedures.
- Providing information, instruction, training and supervision as necessary to

assure health and safety at work.

- \_Appointing competent persons to assist with the implementation of Health & Safety arrangements.
- \_Providing sufficient resources and allocation of funds to effectively implement this policy.
- \_Regularly reviewing health and safety performance, and setting health and safety objectives aimed at improving the Companies safety performance.

### Roles of Responsibility

All staff have a role to play with regards to their own health and well being at work and are advised to raise any matters of concern. Staff have a responsibility to be sensitive and responsive to the welfare of other colleagues at work.

Staff who have a concern regarding their welfare should address this initially to their line manager/supervisor or directly to the company owner.

Staff also have a responsibility to co-operate as far as possible with any initiatives, recommendations, introduced in relation to their welfare and to follow any guidance provided by the company or medical/health professionals.

The Company recognises the importance of the professional relationship between line managers and staff, they have primary responsibility for the welfare at work of the staff under their supervision. They should respond to staff in a supportive manner taking into account their feelings and difficulties, in an atmosphere of trust and confidentiality. They should provide support and ensure all staff are treated in a fair, sensitive and confidential manner, at all times they are to be aware of company welfare policy.

The Senior Management of G.D.Parvin Ltd. is charged with the application and promotion of this Policy and to ensure that the Company complies with statutory health and safety legislation, associated Approved Codes of Practice and it's duties in common law.

While G.D.Parvin Ltd. accepts it's responsibilities towards health and safety it is expected that Contractors, Sub-Contractors, Self Employed Persons, Clients and Consultants fulfil and comply with their legal requirements under Section 7 and 8 of the Health & Safety at Work Act 1974. e.g. take reasonable care for their own health and safety and that of others that may affected by their acts and omissions, to co-operate with management on matters of health and safety and do not interfere with or misuse anything provided in the interests of health and safety.

**Signed On Behalf Of G.D.Parvin Ltd.**

**Signed:**

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**G. D. Parvin DIRECTOR**