

G & T Construction Limited is a civil construction and engineering company dedicated to managing the environment and method of work to eliminate unnecessary risk or harm to employees, subcontractors, and visitors. In accordance with the Health and Safety Act 2015 and ISO45001 OHS Policy, G & T Construction has a primary duty of care to ensure the health and safety of others is not put at risk as far as reasonably practicable.

G & T Constructions' commitment is to protect employees from accidental harm, this also includes the property and plant of our organisation. We aim to achieve this through regular Health and Safety management updates and education within the company.

G & T Construction has a commitment to fulfil legal requirements and other requirements.

G & T Construction is committed to the continual improvement of the OH&S Management system.

It is G & T Construction Ltd.'s intention and focus that all employees within the organisation shall be committed to achieving and maintaining a high level of H & S management and wellbeing.

All employees will be inducted to the company's Health and Safety standards. They will be informed that the management of Health and Safety is carried out to the highest level in accordance with their role within the company. This is essential to the growth and operation of the business and, to the professional development and advancement opportunities within the company.

G & T Construction Ltd currently hold a SiteWise Green Status certificate alongside ISO 9001: 2015 current certification. This enables the company to prequalify their health and safety practices and ensures current industry and legislation requirements are being met by the organisation. It also certifies that we promote health & safety and the on-going benefits for all workers.

Employees have access to all company OH&S information, and it will be communicated regularly by the management team. G and T management encourage active participation and engagement from all staff..

G & T management and employees will work collectively to help ensure everybody works in a safe and healthy environment. To assist this, the following is in place at all times:

- Up to date emergency procedures.
- Statutory requirements, notifications, and current legislation to be adhered to within all operations of the organisation in accordance with the Health and Safety at Work Act 2015 (HSAW). This includes current council legal requirements.
- Guidance for the correct use and maintenance of personal protective safety clothing and equipment.
- All possible practicable steps to ensure the safety of our employees, subcontractors and visitors.
- Required industry recognised training, instruction and in-house competency for all employees, subcontractors, and visitors.
- Operational control and management of risk identification processes through all aspects of the business to prevent any possible harm.
- Health monitoring programme for all employees.
- Regular plant and equipment service and maintenance schedule, with appropriate storage.
- Accurate reporting and investigation of all accidents, incidents and near misses.
- A system of returning employees safely back to work after the event of a possible injury.
- Practicable steps to provide employees with a safe and healthy working environment.
- Safe work procedures to minimise the effects of the Covid - 19 Virus.

G & T Construction Ltd actively encourage employee's sub-contractors and visitors to participate in all matters relating to health and safety and well-being, this assists management in sustaining and growing a healthy and safe working environment for today and for our future. This policy is available to all interested parties.



Lex Thomson  
Company Director,  
**G and T Construction**