Policy Number: MCL-HS-0001
Revision Number: 1
Review date:23/05/2025

Health and Safety Policy

Our Commitment to Health and Safety

Material Change Limited (MCL) commits to organise a system of work that is safe, protect the health of all involved, and to take due care for the protection of others likely to be affected by our activities. MCL will conduct their work activities in a way that will achieve the highest possible standard of health and safety for their employees, visitors and members of the public that is required by law. In our health and safety policy, the Directors accepts overall responsibility for Health and Safety within the Company and commit to ensuring adequate resources for instruction, information and compliance with Health and Safety legislation.

The main dangers on our sites come from vehicle and machine movements, machine operations, explosion risks and biological hazards. All hazards are identified by comprehensive risk assessments which are available to all employees and contractors. Copies of these risk assessments are held in each site office. Individual copies are available on request from the office.

The Company will, so far as reasonably practicable:

1. Provide and maintain work equipment and systems of work that are safe and without risks to health
2. Ensure that articles and substances are used, handled, stored and transported safely and without risks to health
3. Provide at all levels information, instruction, training and supervision so that all employees are competent to carry out their duties and responsibilities
4. Ensure that all workplaces under the Company's control, including means of access thereto and egress there from, are safe and without risks to health
5. Provide and maintain a working environment which is healthy, safe, without risks to health, and which has adequate facilities and arrangements for the welfare at work of employees
6. Conduct its business so that other persons (e.g. contractors, visitors and members of the general public) who may be affected by the Company's activities, are not exposed to risks to their health and safety
7. Provide that any noxious substances held on any sites do not cause harm to the environment or to employees or other persons
8. Promote and encourage a positive safety culture through the line management structure and hence the workforce at large
9. Ensure that suitable and sufficient resources are made available to meet legal requirements for health and safety requirements (including training).

The Company will take reasonable steps to ensure that our employees fulfil their statutory

responsibilities:

1. To take care of their own health and safety and that of others who may be affected by their actions
2. To co-operate with the Company in matters relating to health and safety; and
3. To take care of and use anything provided in the interests of health and safety.

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Our Employees must:

1. ensure that, within their individual areas of responsibility, the Company complies fully with its legal duties in respect of the health, safety and welfare of its employees and those who may be affected by the Company's activities.
2. Report any Health and Safety issues to their managers as soon as they arise and record any accidents, incidents or near misses in the Health and Safety tracker
3. Attend health and safety training
4. Be responsible for their own health and safety activities at work and those who may be affected by their actions and ensure that all work is carried out in a safe manner following work instructions at all times
5. Comply and co-operate with the Company's efforts to maintain safety standards and not to do anything to interfere with or undermine safety provisions.

Policy number MCL-HS-0002 shows each member of staff's responsibilities for health and safety.

Health and safety law poster is displayed at (location)	In each site weighbridge office and at the Wellingborough and Creeting offices
First-aid box is located:	In each site weighbridge office and at the Wellingborough and Creeting offices
Accident book is located:	In each site weighbridge office and at the Wellingborough and Creeting offices

This policy has been approved & authorised by:

Name: Ed Bastow

Position: Managing Director

Date: 23/05/2024

Signature: 