

# Health and Safety Policy Statement

Tew Brothers Limited incorporating Spitfire Joinery is a leading Building, Refurbishment and Maintenance Company with a Bespoke Joinery Division. The Management Team is committed to the health, safety and welfare of its employees, persons working under the control of the organisation and to the public who may be affected by its activities, through compliance with current Health and Safety legislation and fulfilment of our legal obligations by following these principles:

- **Health, Safety and Welfare Focus:** We proactively identify and address the performance of our Health and Safety Management system (HSM) and strive for continuous improvement
- **Leadership:** Promote a culture of good Health and Safety Management
- **Engagement of People:** Create awareness amongst employees, sub-contractors, suppliers, customers and the public of the Health and Safety System of our business and work together to meet the needs of our business in a safe and risk-free manner
- **Process Approach:** Managing all inputs and outputs of our process and procedures to mitigate the impact on health, safety and welfare of our employees and others who may be affected by our activities
- **Risk-based Thinking:** Making preventative action part of all operations by proactively identifying issues and reducing undesired effects
- **Improvement:** We strive for improvement across our HMS therefore setting and reviewing objectives and measurable targets
- **Evidence-based decision making:** We are committed to making decisions based on analysis of relevant data and information
- **Relationship Management:** Engaging our employees and all other interested parties relevant to our HSM to ensure we can achieve the intended outcome of the system

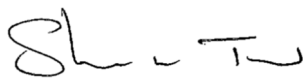
The Management Team recognise their responsibility for managing any impact on health, safety and welfare and will maintain the Health & Safety Management system as part of the Integrated Management System (IMS), in accordance with the requirements of ISO45001

The Management Team is committed to:

- Taking accountability of the effectiveness of the HSM System
- Ensuring compliance with all necessary statutory and regulatory requirements
- Establishing Health & Safety objectives that are reviewed periodically through the management review process
- Providing the necessary resources and funding to ensure that responsibilities and authorities are determined
- Promoting awareness of health and safety and of good practice through the effective communication of relevant information
- Providing and maintaining safe plant and work equipment
- Establishing and enforcing safe methods of work

This policy is endorsed and supported by the Management Team who will ensure that it is communicated throughout the organisation. The Management Team will provide the necessary training and support to all employees to ensure that they understand and are able to fulfil the relevant aspects of the policy in their day-to-day work.

This policy will be reviewed annually by the Management Team and where necessary amended and re-issued. This policy will be made available to interested parties, upon reasonable request.

Signed:   
Finance Director and Company Secretary

Date: 22 October 2019