

Corb Ltd – Health & Safety Policy Rev.9

Effective Date: 09/04/25

Review Cycle: Annual (or following significant legislative or operational changes)

Policy Created by: Lottie Peniket: Business Development Manager

Approved by: Corbin Peniket: Managing Director

1. Statement of Intent

Corb Ltd recognises its duties under the Health and Safety at Work etc. Act 1974, Construction (Design and Management) Regulations 2015 (CDM 2015), and all associated legislation. We are committed to ensuring the health, safety, and welfare of all employees, subcontractors, clients, and others who may be affected by our activities.

Our Health & Safety responsibilities carry the same weight as our commitments to quality, environment, and operational excellence. We believe that good safety is good business.

2. Scope and Applicability

This policy applies to all Corb Ltd employees, subcontractors, agency staff, and contractors working on behalf of the company. It applies to all work environments, including:

- Construction sites (as principal or subcontractor)
- Mobile work locations
- Client premises
- Head office and remote work setups

3. Objectives

- Prevent injury, ill health, and loss
- Promote a positive safety culture
- Meet and exceed all applicable legal requirements
- Ensure all staff are competent and supported
- Continuously improve health and safety performance

4. Key Responsibilities

Managing Director (Corbin Peniket)

Responsible for overall leadership on health and safety, including:

- Policy implementation and resource allocation
- Compliance with all legal duties
- Appointing competent persons and oversight of management systems

Senior Manager Team

Responsible for:

- Day-to-day health and safety management and training
- Risk assessments and method statements
- Audits, accident investigations, and compliance reviews

Line Managers and Supervisors

- Ensure task-specific safe systems of work are followed
- Enforce use of PPE and safety devices
- Support wellbeing and mental health awareness on-site and off-site

Employees and Subcontractors

- Take reasonable care of themselves and others
- Cooperate with all safety instructions
- Report hazards, incidents, and near-misses promptly

5. Arrangements and Procedures

5.1 Risk Assessment and Safe Systems of Work

- All work must be risk assessed
- RAMS to be in place and briefed before commencement
- Ongoing dynamic assessments are expected on site

5.2 CDM 2015 Compliance

Corb Ltd is fully compliant with CDM 2015 and understands its role and responsibilities as both contractor and, where appointed, principal contractor. We will:

- Coordinate health and safety during pre-construction and construction phases
- Cooperate with clients, designers, and other duty holders
- Provide competent supervision, welfare, and site control

5.3 Mobile and Site-Based Work

- Regular toolbox talks and client specific way of working briefings
- Lone working and fatigue controls in place
- Vehicles are considered part of the workplace: maintained, insured, and managed in line with our transport policy

5.4 Office-Based & Remote Work

- Display Screen Equipment assessments
- Mental health and ergonomic risk awareness
- Flexible working principles to reduce fatigue and presenteeism

5.5 Training

- Mandatory H&S induction for all staff
- Role-specific, refresher and toolbox training
- CDM, manual handling, asbestos awareness, and working at height included
- Additional management training on H&S, Mental Health and Construction specific safety matters

5.6 Subcontractor Management

- Pre-qualification and competency checks
- RAMS must be approved before site entry
- Monitoring of safety compliance during works

5.7 Accident & Incident Reporting

- All incidents must be recorded and investigated
- Learning is shared through team debriefs and corrective actions
- RIDDOR reporting is handled by the H&S Manager

6. Occupational & Mental Health

Corb Ltd understands that health includes both physical and mental wellbeing. We are committed to:

- **Reducing risks of stress, burnout, and fatigue** through appropriate workload management, break enforcement, and shift planning
- **Promoting mental health awareness**, reducing stigma, and encouraging open communication
- **Providing signposting to professional support**, including Occupational Health referrals where needed
- **Training managers** to recognise early warning signs of stress, anxiety, or fatigue
- **Including mental health and fatigue risk factors in assessments and toolbox talks**

This applies across all environments: sites, offices, and remote settings.

7. Occupational Hygiene & Welfare

- COSHH compliance for all substances
- Noise, vibration, and dust control measures in line with specific policies
- Welfare facilities maintained to high standards
- Site staff provided with appropriate PPE, training, and support

8. Supplier and Contractor Due Diligence

Corb Ltd only works with suppliers and contractors who meet UK GDPR and Health & Safety requirements. We assess and monitor:

- Competence, accreditations, and training
- CDM role understanding
- Insurance and method statements
- Safety culture and past performance

9. Continuous Improvement

We will monitor our performance through:

- Internal audits and inspections
- Annual policy review and KPI tracking
- Employee consultation and safety committees

10. Consultation and Employee Involvement

- Open-door access to the Senior Management Team responsible for Health & Safety
- H&S updates during briefings, toolbox talks, and team meetings
- Opportunities to suggest improvements and report concerns anonymously

11. Review and Signature

This policy will be reviewed annually or sooner if there are significant changes in legislation, company structure, or working practices.

Signed:



Corbin Peniket
Managing Director
Date: 09.04.25