



## SAFE WORKING POLICY AND EXPECTATIONS

Pyramid Builders Ltd are committed to ensuring the health, safety and the well being of our employees at work is protected, and view this as an integral part of the day-to-day operation of our business. This commitment includes ensuring that suitable measures are in place to prevent foreseeable personal illness or injury and to protect the environment and our property.

### Leadership

The company will have effective leadership in the development of a safe working culture that protects our employees, premises and the environment. Individuals must appreciate and accept their personal accountability for fulfilling the safety tasks within their area of responsibility.

### Commitment

Managers must demonstrate commitment to the company goals regarding safe working performance and behave in a manner consistent with our values. They should proactively assess how commercial decisions, business management policies, organisational changes and objectives may impact the safe working performance and culture of the site. Site managers must be able to detect and recognise acceptable behaviour/risk and when the situation has drifted away from requirements. Non compliance with requirements to maintain a safe working environment needs to be managed in an appropriate manner.

### Safe Working Systems

Site management must be able to translate Pyramids expectations into behavioural standards that employees can use to guide their day to day behaviour. Managers must clearly explain their commitment to safe working practices and ensure they have good safety communication systems. They must ensure appropriate risk assessments are conducted for all hazards. Managers must ensure that their site's plan to develop a safe working culture is continually improved.

As a minimum our statutory duties must be met at all times.

### Setting of Goals

Managers must have a clear set of goals regarding what they need to do to achieve an effective safety culture. They must check that the goals they are pursuing are consistent with the overall safe working objectives of Pyramid.

### Resources

Managers must make sure that employees are provided with adequate resources in terms of technology, information, training and the physical conditions in which the people are working.

Managers must ensure their method of developing people's skills uses a team approach involving employees and that this system reinforces the site's commitment to safe working practices.

Signed

  
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**Liam Clear, Managing Director**

Date

14/11/11  
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