



Health & Safety Policy Statement

The management of Argyll recognises that it has a legal duty of care towards protecting the health and safety of its employees and others who may be affected by the company's activities, and that managing health and safety is a business critical function. Argyll operates a 'no blame' culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence. Emphasis is placed on effective management ensuring a systematic approach to the identification of risks and the allocation of financial and physical resources to control them.

In order to deliver these responsibilities Argyll undertakes to:

- Bring this Policy Statement to the attention of all employees
- Maintain a safe and healthy place of work with safe access and egress;
- Provide adequate welfare facilities;
- Ensure that risk assessments are being carried out on an on-going basis with employees participating where appropriate in the risk assessment process. Assessments will cover Argyll's undertakings and will assist in the identification of hazards and the setting of prioritised objectives for elimination and reduction of risk;
- Provide sufficient information, instruction, training and supervision to enable employees to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work;
- Consult with employees on issues relating to Occupational Health & Safety;
- Ensure access to competent health and safety advice;
- Maintain our premises, and provide plant, equipment and systems of work which are safe and without risks to health;
- Ensure safe arrangements for the use, handling, storage and transport of articles and substances;
- Ensure compliance with all relevant safety legislation, regulations, codes of practice and other requirements associated with our operations;
- Arrange for the effective planning, organisation, control, monitoring and review of preventative and protective measures.
- Eliminate risks to health and safety, where possible, through selection and design of materials,

buildings, facilities, equipment and processes

- Encourage staff to identify and report hazards so that we can all contribute towards improving safety
- Ensure that emergency procedures are in place at all locations for dealing with health and safety issues
- Only engage contractors who are able to demonstrate due regard to health & safety matters
- Provide adequate resources to control the health and safety risks arising from our work activities
- Provide an organisational structure that defines the responsibilities for health and safety
- Regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement

The Chief Executive Officer (CEO) takes overall accountability and responsibility for Health and Safety, including the formulation, development and implementation of the Health & Safety policy within Argyll.

We require the co-operation and support of all managers, employees, clients, contractors and visitors in its implementation.

The Chief Executive Officer (CEO) will ensure that the Policy is reviewed periodically, at least every year, to ensure that it remains relevant and appropriate to the organisation.

This Policy will be communicated to all persons working under the control of the organisation and will be made available to interested parties on request.



John Drover
Chief Executive Officer (CEO)

April 2025