

## HEALTH AND SAFETY POLICY STATEMENT

Dougal Baillie Associates is committed to carrying out its operations in such a manner as to ensure the health, safety, and welfare of all its employees, and others (including visitors, contractors, and the public) that may be affected by its operations. Dougal Baillie Associates accepts the aims and provisions of the Health and Safety at Work etc. Act and the Management of Health and Safety at Work Regulations. Dougal Baillie Associates also aims to comply with all other relevant statutory obligations.


The successful Management of Health and Safety contributes to the overall performance and objectives of Dougal Baillie Associates. Dougal Baillie Associates will ensure, so far as is reasonably practicable, that this will be achieved by the following:

- ❖ Developing a positive health and safety culture in all undertakings which secures the commitment and participation of all employees.
- ❖ Assessing the risks to the health and safety of employees and anyone else who may be affected by its undertakings to develop safe systems of work and procedures with the aim of eliminating or controlling the hazards/risks.
- ❖ Making arrangements for the effective planning, organisation, control, monitoring and review of the preventive and protective measures identified as being necessary by the risk assessments.
- ❖ Providing information, instruction, training, and supervision to employees and others as is necessary to implement and maintain high standards of health and safety and in the needs/responsibilities of the H&S Management System.
- ❖ Establishing arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances, so far as is reasonably practicable.
- ❖ The provision and maintenance of premises, plant, equipment and safe systems of work that are safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.
- ❖ Developing procedures for the consultation, participation and communications in all matters relating with our H&S management system, with our employees and contractors.

Dougal Baillie Associates demands high standards from all concerned and will maintain these standards by setting meaningful H&S objectives and achievable targets. Objectives and targets will be measurable and continuously improved.

Dougal Baillie Associates aims to promote positive policies regarding health and safety concerns at work. Dougal Baillie Associates recognises the commitment required by employees to ensure that the Health and Safety Policy is effective and expects employees to take reasonable care of themselves, and others, and to co-operate in the implementation of this policy.

The H&S Policy and Arrangements will be reviewed as necessary, but in any event, at least annually, considering changing business and regulatory needs and will be made available to any interested parties on request.

Signed  Date 12/05/21  
(Director Responsible for Health and Safety)