



## BEHAVIOURAL SAFETY POLICY

### 1. Introduction

At Avantgarde Tiling, we are committed to fostering a strong safety culture by focusing not only on compliance with safety procedures but also on employee behaviours that contribute to a safer working environment.

This Behavioural Safety Policy outlines our approach to encouraging safe behaviours, identifying unsafe actions, and promoting a culture of continuous improvement. It aligns with guidance from the Health and Safety Executive (HSE) on behavioural safety initiatives.

### 2. Policy Statement

Avantgarde Tiling is dedicated to:

- Reducing workplace incidents and injuries through proactive behavioural safety practices.
- Promoting a positive safety culture where employees feel empowered to act safely and report concerns.
- Encouraging behavioural safety observations to identify and address unsafe actions.
- Providing training and feedback mechanisms to improve safety awareness and behaviour.

### 3. Roles and Responsibilities

#### Management Responsibilities:

- Demonstrate Leadership by actively supporting and participating in behavioural safety initiatives.
- Provide Training and Resources to help employees recognize and reinforce safe behaviours.
- Foster a Culture of Accountability where safety is a shared responsibility.
- Ensure Non-Punitive Reporting, so employees feel comfortable reporting unsafe behaviours without fear of reprisal.

#### Employee Responsibilities:

- Commit to Safe Work Practices by following procedures and best practices.
- Participate in Behavioural Safety Programmes and training.
- Report Unsafe Behaviours or Conditions promptly to management.
- Engage in Peer Safety Observations and provide feedback to colleagues.

### 4. Behavioural Safety Programme

Avantgarde Tiling's Behavioural Safety Programme is designed to:

- Identify and address unsafe behaviours before they lead to accidents.
- Encourage positive reinforcement for employees who demonstrate safe practices.
- Provide ongoing behavioural safety training for employees and supervisors.

The programme includes:

- Regular Safety Observations: conduction of periodic safety observations to assess workplace behaviour.
- Feedback and Coaching: Employees receive constructive feedback on safety behaviours to reinforce good practices and correct unsafe ones.
- Safety Conversations: Management holds open discussions on behavioural safety to promote learning and improvement.

### 5. Training and Awareness

Avantgarde Tiling provides employees with behavioural safety training through:

- Our HR Platform, offering courses on safety awareness and behavioural risk management.
- On-Site Toolbox Talks, covering key behavioural safety topics.
- Specialized Training Sessions for supervisors and managers on behaviour-based safety leadership.

### 6. Reporting and Incident Prevention

Employees are encouraged to:

- Report Unsafe Behaviours or Conditions using an open-door policy without fear of blame or consequences.
- Engage in Safety Conversations to raise concerns and suggest improvements.
- Participate in Near-Miss Reporting, allowing us to prevent incidents before they occur.



# AVANTGARDE

Quality through Passion

## 7. Monitoring and Continuous Improvement

Avantgarde Tiling is committed to continuously improving its **Behavioural Safety Programme** by:

- Regularly Reviewing Safety Data, including behavioural observations and incident reports.
- Updating Training and Policies based on new safety research and industry best practices.
- Encouraging Employee Feedback to refine safety approaches.

Barbara Zanasi  
Avantgarde Tiling Ltd  
Managing Director

20 January 2025