



## HEALTH AND SAFETY POLICY STATEMENT

The Directors declare that the policy for the organisation is to achieve and maintain a safe and healthy environment for all who might be affected by the operations of the organisation. The organisation will maintain and improve a good record of safe, responsible activity by careful planning, organisation, monitoring, control, training, application of best practice and codes of conduct.

The risks to employees and others who may be affected by the activities of the organisation will be assessed, assessments reviewed and arrangements made to eliminate or control such risks.

This will be achieved by:

- Directors and managers promoting and demonstrating safe and healthy workplace practices
- Ensuring that staff and contractors are advised clearly on their responsibilities concerning health and safety.
- To ensure all employees and contractors are competent to carry out their duties and to provide adequate training (for employees) including having regard to their capabilities.
- Ensuring the policy is communicated to employees and contractors and that their support is assured by their signing of the employee commitment statement contained in the appendix. The organisation requires and expects all persons who are employed by the organisation including contractors and visitors to co-operate with and conform to the Safety Policy
- Ensuring that all staff, contractors and others have access to this policy at all operating locations
- Providing adequate control of the risks to health and safety arising from work activity.
- Consultation with employees and contractors on matters concerning their health and safety and how they affect others, encouraging worker participation through involvement
- To provide and maintain suitable plant and equipment
- To ensure the safe storage, handling and use of substances
- To provide information, instruction and supervision as appropriate for employees and contractors
- To prevent as far as is reasonably practicable accidents and cases of work-related illness.
- To maintain the premises and environment where work is carried out to ensure healthy and safe working conditions including welfare arrangements
- To allocate adequate resource to control health and safety
- Arranging for competent health and safety advice as required.

The Director is ultimately responsible for Health and Safety in the organisation.

The policy will be reviewed at least annually and revised as required to meet the changing needs of the organisation, technical innovation and legislative developments.

Barbara Zanasi  
Avantgarde Tiling Ltd  
Managing Director

20<sup>th</sup> January 2026

