


HEALTH AND SAFETY POLICY

Previously reviewed: 31-03-23

Current Review: 27-03-24

Next Review: 31-03-25

Approved on behalf of Marisco South Ltd and Marisco Electricals Ltd by:



Samuel R Clover




Samuel Woodhams


This is a consolidated Joint Company Health and Safety Policy for Marisco South Ltd and Marisco Electricals Ltd (Marisco). Its purpose is to record the measures the directors and senior managers have taken to ensure the continuing safety of all people present in our workplace, including employees, subcontractors, and visitors.

Summary of what this H&S Policy consist of:

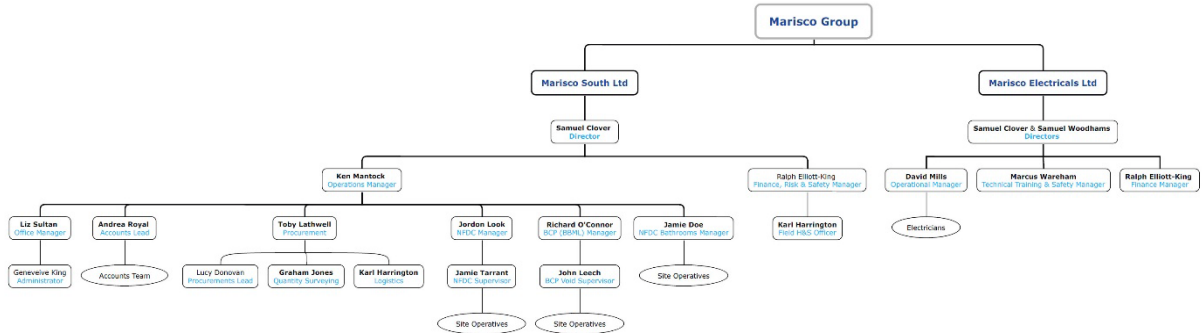
1. General Statement of Intent.
2. Organisational Responsibilities.
3. Health and Safety Arrangements:
 - Risk assessments (PRAM System).
 - Health and Safety training.
 - Monitoring.
 - Contractor selection.
 - Communication & Consultation.
 - Safe systems of work (SSOW).
 - Fire and emergency procedures.
 - Disciplinary procedures.
 - Accident reporting and investigations.
 - Personal protective equipment (PPE).
 - First Aid.
 - Visitor safety.
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4. Specific considerations relating to Marisco's workplaces:
 - Asbestos in the workplace
 - Silica and workplace dust
 - Contaminated waste disposal
 - Safe use of ladders and hop-ups
 - Safe use of platforms (scaffolding)
 - Groundworks safety
 - Electrical portable tools
 - Noise and vibration
 - COSHH
 - Manual handling
 - Slips, trips, and falls
 - Storage and transport of materials
 - Site fire and other emergency risks
 - Personal and site welfare
 - Environmental consideration

1. GENERAL STATEMENTS OF INTENT

MARISCOelectricals Ltd		Health and Safety Policy	
This is the statement of general policy and arrangements for:		Marisco Electricals Limited	
Overall and final responsibility for health and safety is that of:		S R Clover, S Woodhams (Directors)	
Day-to-day responsibility for ensuring this policy is put into practice is that of:		S Woodhams (Director)	
Statement of general policy	Responsibility of:	Action / Arrangements (see www.mariscosouth.co.uk for more info)	
To prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities and due consideration for the Covid-19 pandemic.	All directors	Relevant risk assessments will be completed for working at HO or at each new site and actions arising out of those assessments implemented. Risk assessments reviewed every year or earlier if working habits or conditions change.	
To provide adequate training to ensure employees are competent to do their work and understand both the employers' and their own duties in respect of health and safety compliance.	All directors	Staff and subcontractors given necessary health and safety induction and provided with appropriate training for the domestic and commercial construction work we undertake. We will ensure that suitable arrangements are in place to cover employees engaged in working at remote sites away from HO.	
To engage and consult with employees on day-to-day health and safety conditions and provide advice and supervision on occupational health.	Office & Site Managers Site Supervisors All staff members and subcontractors	Staff and subcontractors routinely receive regular training and notifications of safe and best working practices with respect to H&S matters in the workplace. An employee occupational health register is updated every six months to monitor safe working of individuals with known medical conditions, especially with respect to Covid-19 threat.	
To implement emergency procedures - evacuation in case of fire or other significant incidents or accidents at HO or remote sites.	Office & Site Managers Site Supervisors	HO escape route are marked with the correct signs and kept clear at all times. Evacuation plans are tested on regular basis and updated as necessary. Staff working on site will assess fire evacuation plan and to determine where nearest fire alarms and available fire-fighting equipment may be located. Staff to receive formal training every year in emergency procedures and first aid.	
To maintain safe and healthy working conditions, provide and maintain vans, plant, equipment and machinery, and ensure safe storage and use of paints, solvents and other substances.	All directors Office & Site Managers Site Supervisors	Toilets, washing facilities and drinking water provided. PPE provided for Covid-19 safety precautions. System in place for routine inspections and testing of vans, tools, equipment, and machinery to ensure repair or replace action is promptly taken to address any defects. An staff effective consultation system is in place to allow staff to recommend changes in the workplace to improve health and safety compliance.	
Health and Safety Law Poster is displayed at:	At Unit J5, 6 Vantage Way, Poole, BH12 4NU. All remote sites have A4 printed versions in the on-site H&S File.		
First-aid box and accident book are located: Accidents and ill health at work reported under RIDDOR: (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations www.hse.gov.uk/riddor).	First Aid boxes located in Head Office and on each company van. First Aid mini-kits issued to all workers on site. All accidents and near-misses must be reported to the site manager, H&S manager, and Samuel Clover immediately. Accident book located at Head Office.		
Signed on behalf of Marisco Electricals Ltd		Date:	12-01-2024
Subject to review, monitoring and revision by:	Samuel R Clover	Every:	12 months or sooner if work activity changes

MARISCOsouth Ltd		Health and Safety Policy	
This is the statement of general policy and arrangements for:		Marisco South Ltd	
Overall and final responsibility for health and safety is that of:		Samuel R Clover (Director)	
Day-to-day responsibility for ensuring this policy is put into practice is that of:		Samuel R Clover (Director)	
Statement of general policy	Responsibility of:	Action / Arrangements (see www.mariscosouth.co.uk for more info)	
To prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities and due consideration for the Covid-19 pandemic.	Samuel Clover	Relevant risk assessments will be completed for working at HO or at each new site and actions arising out of those assessments implemented. Risk assessments reviewed every year or earlier if working habits or conditions change.	
To provide adequate training to ensure employees are competent to do their work and understand both the employers' and their own duties in respect of health and safety compliance.	Samuel Clover	Staff and subcontractors given necessary health and safety induction and provided with appropriate training for the domestic and commercial construction work we undertake. We will ensure that suitable arrangements are in place to cover employees engaged in working at remote sites away from HO.	
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Signed on behalf of Marisco South Ltd:		Date:	12-01-2024
Subject to review, monitoring and revision by:	Samuel R Clover	Every:	12 months or sooner if work activity changes

2. ORGANISATION CHART



The company directors of Marisco South Ltd and Marisco Electricals Ltd acknowledge their personal responsibilities to ensure sufficient resources and funds are made available to protect the continuing health and safety of all individuals affected by the work carried out in the workplace.

Marisco employs a corporate risk and safety advisor with a remit for managing health and Safety in the workplace. Ralph Elliott-King also oversees the Company's safe working policies and ISO accreditation management. He holds various professional qualifications, including an MSc in Risk and Safety Leadership, the NEBOSH National Certificate in Construction Health and Safety (November 2016), and NEBOSH and FPA Fire Risk Management (December 2018).

The Company's main activity is providing property construction and refurbishment services under contract to councils and housing associations. Accordingly, many of our employees spend their time working unsupervised in teams of two or three people, on short assignments, in remote locations.

The directors believe the best way to achieve high standards of health and safety compliance is first through a constant, ongoing education program to remind all workers of what they should be doing in the workplace and then rely upon the field-based management team to ensure that best practices are observed.

The directors recognise that field managers and supervisors play a pivotal role in ensuring health and safety compliance is achieved in the workplace. Measures and controls have been put in place to ensure all field managers and supervisors: possess the necessary experience and are adequately trained to fulfil their role in this respect; given the managerial authority to discipline and suspend employees and subcontractors who breach company health and safety policies; and finally, their activities are regularly reviewed by higher management to ensure they are fulfilling their role as intended.

3.1 HEALTH AND SAFETY ARRANGEMENTS – RISK ASSESSMENT

The *Management of Health and Safety at Work Regulations 1999* require Marisco to prepare and regularly review documented risk assessments that are suitable and sufficient to identify all the hazards that might exist in the workplace, and then decide what should be done to reduce the risk that someone may be harmed by them. This now includes Covid-19.

Encapsulated in the first sentence above, are some key words behind which lay some very important legal obligations Marisco must comply with:

- **“Prepare and regularly review”** – A competent person must consider the different work places it operates in and prepare a risk assessment to identify the hazards and evaluate the risks involved for each different place. A competent person will have adequate skill, knowledge, ability, training and experience (SKATE) to prepare a risk assessment.
- **“Documented risk assessments”** – The size of organisation requires that all risk assessments are documented, and such records are retained to allow us to review and improve the way we approach promoting health and safety in the work place.
- To be **“suitable and sufficient”**, a risk assessment should:
 - Identify the significant risks and ignore the trivial detail that will not result in harm (a reason for not using generic forms);
 - Identify and prioritise the highest risks and introduce control measures to resolve those first;
 - Identify all those who may be affected by the hazards present;
 - Ensure the risk assessment remains valid with the passage of time and is revised as necessary when conditions change.
- A **“hazard”** is something with the potential to cause harm. It can be:
 - Physical – noise, vibration, electricity
 - Chemical – asbestos, toxins, carcinogens
 - Biological – hepatitis, HIV, leptospirosis
 - Psychological – stress, verbal abuse, prejudice
- **“Risk”** is the likelihood of harm resulting from a hazard. Marisco will use the accepted model that risk is a function of the *probability* a hazard may cause an incident, and the resulting *severity* of the harm that may result.

Our programme of enhanced training for our site managers and supervisors allowed us to progress from a paper-based risk assessment system to our in-house developed PRAM system (Programmed Risk Assessment Module). It is an interactive online system that ensures all the

common hazards we encounter in our work are considered and relevant controls put in place to create a safe working environment.

Marisco will observe the HSE's [five steps](#) approach to controlling risk in the workplace (IDERR):

1. Identify the hazards;
2. Decide who might be harmed and how;
3. Evaluate the risks and decide on precautions;
4. Record the significant findings; and
5. Review the assessment and update if necessary.

3.2 HEALTH AND SAFETY ARRANGEMENTS – HEALTH & SAFETY TRAINING

We recognise the importance of ensuring our operatives, both employed and sub-contractors, receive appropriate training to equip them with the skills and knowledge they need to carry out their work safely.

We review the training needs of the company's operatives in January and plan to commission the appropriate training required to maintain standards over the course of the ensuing year.

We employ people with many years of experience of working in the trade under strict health and safety policies. Most of our training needs consist of organising updates and refresher courses to remind our workers of recommended safe working practices on the following key health and safety subjects:

- Asbestos in the workplace
- Silica and workplace dust
- Contaminated waste disposal
- Safe use of ladders and hop-ups
- Safe use of platforms (scaffolding)
- Groundworks safety
- Electrical portable tools
- Noise and vibration
- COSHH
- Manual handling
- Slips, trips, and falls
- Storage and transport of materials
- Site fire and other emergency risks
- Personal and site welfare
- Environmental consideration

The directors, field managers and trades personnel are required to undertake an ongoing cycle of internal and external training on the above subjects, which is amended to reflect current thinking on best practices and key safety issues as they arise.

3.3 HEALTH AND SAFETY ARRANGEMENTS – MONITORING

The directors understand they have an obligation to review and revise the resources they make available to ensure the continuing safety of those affected by the company's work.

Whilst the size of our operation restricts what can be reasonably and practicably achieved in respect of recording, analysing and responding to events in the workplace to improve health and safety, our level of organisation does allow us a modest ability to monitor our effective compliance on such matters.

During 2023/24 the directors and senior management will continue to review the progress made against targets set for the health and safety program they put in place in April 2023. Areas to be considered will include:

- A review of the health and safety training program;
- A review of the accident and reported near misses in the period. We have now experienced two potentially fatal accidents both of which were caused by human errors that cannot be eliminated, it was the immediate first aid that saved both casualties highlighting the need to keep high levels of qualified first aiders in the company;
- A review of the staff consultation meeting minutes; and
- A review of the site H&S audit reports.

Senior management monitors the level of health and safety compliance to ensure every reasonable and practicable step is taken to effectively communicate the safe working principles everyone is expected to adhere to in order to create and preserve a safe working environment.

3.4 HEALTH AND SAFETY ARRANGEMENTS – CONTRACTOR SELECTION

It is important that the Company has an effective and documented vetting system to ensure that every contractor has credible knowledge of health and safety best practices that match our own and will exercise it when working on our assignments.

This requirement is fulfilled by asking contractors to undergo an induction process that confirms their approach to safe working procedures and then adapting their supervision level on site.

Maintaining a sufficient and appropriate insurance policy is an essential part of our health and safety management. Our insurance underwriters specifically require Marisco only to engage contractors who have provided written evidence:

- They are competent to undertake the work they undertake;
- They carry a minimum £10m Public and Product Liability cover for clients that require this level of insurance coverage, or a minimum of £5m to meet our primary policy;
- They carry a minimum of £10m employer's liability insurance if they engage employees or if they engage casual labour subcontractors;
- They carry a minimum of £1m professional indemnity insurance if there is a design element to the work; and
- Their policy has an 'Indemnity to Principals' clause.

For our purposes, the definition of a labour-only subcontractor is an HMRC-verified self-employed individual who is only providing their labour and carries their own insurance policies to match our own insurance cover.

A bona-fide contractor is any entity other than a labour-only subcontractor that will provide workers on our sites.

To avoid compromising the tax employment status of a labour-only worker, such individuals can only be engaged for specific jobs on an intermittent basis.

3.5 HEALTH AND SAFETY ARRANGEMENTS – COMMUNICATION & CONSULTATION

Effective two-way communication across all staffing levels is an essential part of any successful health and safety management system.

Clear instructions on what workers are expected to do regarding health and safety must flow from the top of the management chain to every worker in the field.

Likewise, every worker should have the opportunity to give feedback to management on what isn't working at the grassroots levels and be able to voice their ideas on how health and safety could be improved with their valuable insight into how these issues impact their day-to-day experience.

The Company relies on the field managers to constantly enforce health and safety best practices by explaining what workers should be doing in the workplace as they complete their daily rounds of all sites.

All workers are expected to undertake a series of online interactive training modules on key health and safety matters relevant to our working environment. The company also prints health and safety notices on the back of various documents distributed to workers, such as monthly timesheets and pay slips, to remind people of these matters.

The Company holds a series of monthly staff health and safety consultation meetings where any employee can either attend and ask a question or send in a written request for consideration at the meeting by the management. The minutes of each meeting are published on the Company's website.

3.6 HEALTH AND SAFETY ARRANGEMENTS – SAFE SYSTEMS OF WORKS

The property maintenance work most of our workers undertake is routine and relatively low-risk H&S, so management believes that providing one generic safe system of work is sufficient for most purposes.

However, we are building a portfolio of more specific safe systems of work for some of the higher-risk work we are starting to undertake and ensuring our workers adhere to them when appropriate.

The Company operates a work permit system for:

- Hot works;
- All asbestos removal work we undertake;
- Working on fire doors and fire-stopping; and
- Removing fireplaces.

3.7 HEALTH AND SAFETY ARRANGEMENTS – DISCIPLINARY PROCEDURES

Far too many accidents in the workplace are caused by workers ignoring the health and safety policies put in place by management. Any health and safety system will fail if the workers do not perceive they have to comply with the rules laid down by management.

Whilst the Company acknowledges that promoting good health and safety compliance comes from constant and effective learning and education initiatives, overseen by an effective management structure able to enforce it, there comes a point where an individual worker's failure to adhere to management instructions on health and safety matters must be dealt with through the Company's disciplinary procedures.

Workers who are regularly reported for infringement of minor health and safety policies will first undergo remedial health and safety training to re-educate their workplace safety approach. If a worker continues to ignore health and safety procedures after retraining, they become subject to our Competency Review Policy, which might end in their dismissal if their compliance behaviour does not improve.

Minor infringements will include not wearing appropriate PPE (e.g. RPE, goggles, safety boots, etc), bringing non-compliant tools and ladders onto site, or failing to read and sign the various safe-working compliance documents that are placed on the Site Safety File.

The following infringements of health and safety compliance will be considered a serious breach of health and safety compliance, which will automatically trigger the Company's disciplinary procedure to consider termination of employment:

1. A person knowingly falsifying health and safety records for any reason.
2. Any person in authority attempting to coerce another worker into performing an unsafe practice that would be considered by a 'reasonable person' to be contrary to the Company's health and safety policy.
3. Any person who fails to fully comply with the 'safe system of works' for the removal of asbestos-containing materials.
4. Reckless driving of a Company vehicle or driving vehicles or operating plant and machinery whilst under the influence of alcohol or drugs.

3.8 HEALTH AND SAFETY ARRANGEMENTS – ACCIDENT REPORTING AND INVESTIGATION

The Company requires all staff and subcontractors to report all workplace injuries and near-misses to management as soon as possible on the day the incident occurs.

Please complete the [Marisco Accident Report](#) form and ensure it is received by one of the directors as soon as possible on the same day the accident or near miss occurred.

Failure to report certain kinds of accidents and near misses defined by RIDDOR can have severe repercussions to all those involved, so please make every effort to report an incident as promptly as possible.

Management will then investigate the incident and decide if it is necessary to make an appropriate [report](#) to the HSE.

To learn more about reporting accidents at work, read the following HSE [Leaflet](#).

The Company acknowledges the importance of monitoring the number and nature of accidents and near misses, as they may highlight areas in which our health and safety practices need improvement.

3.9 HEALTH AND SAFETY ARRANGEMENTS – PERSONAL PROTECTIVE EQUIPMENT (PPE) AND RESPIRATORY PROTECTIVE EQUIPMENT

The wearing of face masks to protect workers against asbestos, silica and other workplace dust is mandatory if the risk assessments indicate appropriate Respiratory Protective Equipment (RPE) should be worn.

Beards and stubble: It has been shown that the performance of half-face masks that depend on the apron of the mask making an effective seal against the wearer's skin, is unacceptably degraded when wearers have facial hair. Unless a worker with a beard or visible stubble is using a positive-air-pressure, full-face mask, they should not work in any workplace that exposes them to harmful silica and other construction site dust. The 3M positive-air RPE the company uses was originally recommended by 3M for use in removing NNNL asbestos-containing materials (ACM) following existing HSE guidance. 3M has since developed a new positive-air-pressured RPE designed for ACM removal, and as a result, 3M has withdrawn the previous recommendation for our existing equipment for use with asbestos. In future, only clean-shaven operatives who are wearing approved RPE and who have been face-fitted in the last year for the RPE to be used can undertake any work where ACM is likely to be disturbed.

The general policy regarding PPE is that workers should always wear steel-capped safety boots, long protective trousers, hard hats, and Hi-Viz vests when working on site.

Protective anti-cut gloves and lower arm protectors, eyeglasses, hats, Hi-Viz jackets or vests, noise defenders, RPE, and protective footwear are made available to all employees without charge and must be worn for all tasks where the risk assessments require them.

The above general guide on wearing PPE can be augmented or downgraded by the specific provisions stipulated in the CDM Plan and various risk assessments to be found at each site.

For example, the risk assessment for the general property maintenance work we often undertake within domestic properties may conclude the wearing of hard hats and Hi-Viz vests can be safely dispensed with ... likewise ... operatives would not be expected to put on full PPE to change a light bulb in an occupied domestic property.

Furthermore, the Company will meet the reasonable cost of providing and training for specialist PPE a worker may request to allow them to carry out their work safely.

Staff can requisition PPE by downloading and completing this [form](#).

3.10 HEALTH AND SAFETY ARRANGEMENTS – FIRST AID COVER

The Company continuously reviews the number of trained First Aiders it has on duty during the working day to ensure adequate cover is maintained.

Due to the nature of our business, the workforce is often located at several remote locations that can change during the day. The Company operates a policy of sponsoring any employee who is willing to qualify for Emergency First Aid at Work to increase the overall availability of first aid cover at its construction sites.

At the time of review the Company has approximately 10% fully qualified first aid workers trained in the use of Emergency Defibrillators and catastrophic bleeding. During 2023-24 the Company will endeavour to increase the level of cover to 20% or above.

Company policy is to issue all workers who attend sites with their own personal first aid kit.

3.11 Employees will be undergo training to prepare for an injury at work

Despite our best efforts, accidents will happen. Therefore, it is in everyone's interest to plan for them.

If it is a minor injury, such as a cut, it may be dealt with by the casualty or someone with enough common sense to open the first aid kit we issue to all employees and apply a suitable dressing after washing the wound if clean water is available.

Our policy includes prompting our employees to inspect their first aid kit at least once a year to ensure all the contents remain current and are regularly restocked. We will also circulate reminders to staff to ensure they know what dressings and plasters are in their kit so they can deal with minor injuries more effectively.

If a more serious injury occurs at a remote site, the employees on the scene will often face crucial decisions under surprisingly stressful circumstances.

Our policy is to use toolbox talks and circulars to prepare all our staff to deal with such situations, which promotes the adoption of the following considerations:

- Staff should first check that they and the casualty are not in any danger. Fire, drowning, electrocution, being overcome by dangerous gases, being crushed by falling masonry or being hit by vehicles are only some of the threats that must be considered before even approaching the casualty. Although moving a casualty is not recommended, the imminent risk of further harm by leaving them in place sometimes demands it. The first priority of any first responder to an accident is to look to their safety first.
- Staff's next priority will be to decide to either call for assistance from a Marisco first aider or call the emergency services by dialling 999 or 112 straight away. That decision will depend upon how quickly a first aider can attend the scene and the severity of the injury itself. If in doubt, always call the emergency services, especially if the casualty has lost, or may be showing signs of losing, consciousness. The emergency services operators are trained to assess the nature of the emergency and they will talk you through you can do to preserve life, including administering essential first aid, until the medical emergency medical team arrives on site.
- In any event, all staff should try to remain calm and reassure the casualty that help is on its way until it arrives. After the emergency services have arrived those staff directly involved in the incident should recognise they may have experienced will often need to take a long break to recover from the stress of dealing with the crisis. They will also need to provide a statement to senior management who must be informed of the incident as soon as it is reasonably possible.

It is our policy to direct all staff to spend some time reading the general advice given in this NHS first aid [guide](#). One day you may be faced with being the only person available to treat a severely injured casualty. The chances are it won't be at work. It may involve a family member. What one reads today ... may save a person's life tomorrow.

3.12 HEALTH AND SAFETY ARRANGEMENTS – VISITOR SAFETY

All employees are briefed on the importance of ensuring visitors' safety is protected when they visit any of our construction sites.

Most of our construction sites are void council homes or flats where the safety of the occasional visit by a council official can easily be managed by suspending all work for the time the visitors are on site and accompanying them around the building to avoid any hazards that may present a risk to their health and safety.

The head office is a medium unit consisting of a storage area, meeting room and welfare facilities with offices upstairs. The perceived risks based on regular risk assessments to any visitor's health and safety is small and easily managed by the person who is receiving them.

Visitors to a higher-risk site will be first required to report to the site office to undergo an H&S induction process to provide them with essential PPE and instructions of how they must conduct themselves when on site. They will be escorted around the site by a responsible and competent person to protect their safety.

Upon completion of their visit, they will need to return to reception to sign out and return all loaned PPE.

3.14 HEALTH AND SAFETY ARRANGEMENTS – WELFARE FACILITIES

The Workplace (Health, Safety and Welfare) Regulations 1992 set out in more detail Marisco's legal obligation to provide adequate and appropriate welfare facilities at work.

This would include washing, toilet, rest and changing facilities, and somewhere clean to eat and drink during breaks.

Remote working

Most of our work at remote sites is of short duration and basic welfare facilities are accessible and functional.

The Company will hire adequate and appropriate welfare facilities and put them on site when they would be otherwise unavailable.

Bottled drinking water will always be provided where fresh, drinkable tap water is not available.

3.15 HEALTH AND SAFETY ARRANGEMENTS – ENVIRONMENTAL CONSIDERATIONS

We acknowledge our corporate responsibility to conduct the way we operate as a business to promote a safer, cleaner and sustainable environment. This includes engaging with our staff, suppliers and clients at every level through improved communication, understanding and education to work towards:

- Reducing noise pollution;
- Reducing air pollution;
- Reducing water and land pollution; and
- Protecting the ecological balance of the communities we work within. Even as a relatively small organisation with the limitations our size therefore imposes, it is still possible to make a positive contribution to protecting and improving the environment in which we work. Our general policy therefore is to:
 - Increase the awareness in our staff of both the positive and negative impact on the environment they cause as a result of the simple, and seemingly innocuous, choices they make every day in the workplace, such as saving the energy we consume by switching off appliances that are not needed during the working day and overnight;
 - Make better use of emerging new technologies, products and services that give rise to more efficient use of the resources available to us all, starting with such simple steps as replacing tungsten light bulbs with their energy-saving LED counterparts;
 - Reduce the amount of polluting waste we produce by always looking to make more efficient use of the materials we must consume in the course of running our business, as well as replacing the traditional materials we have relied upon in the past, with alternatives that have less of a negative impact on the environment;

Our Policy on waste disposal

Property refurbishment inevitably generates a considerable amount of waste that must be removed to landfill waste-disposal sites.

We will do all we can, in so far as it is reasonably practicable, to reduce and recycle that waste, thereby protecting the environment.

The same commitment will be expected to be shown by contractors working for the Company.

The Company, therefore, seeks to comply with all relevant environmental legislation and regulation. It also aims to establish higher standards of environmental performance, including waste management, where these are practicable and appropriate.

Company employees are required to carry out their duties with concern for the environment. All Company employees must adhere to the policy's aims and objectives.

In the event of an environmental accident or incident at work, the Company must promptly and properly report the details to the environmental officer, who will investigate and take prompt action to repair any damage and avoid recurrence.

All contractors working on behalf of the Company are required to adopt environmental standards fully consistent with those of the Company and are expected to achieve comparable performance levels.

Specific Environmental Policy Objectives

In accordance with our stated aims, the following objectives form the framework for the practices to be observed to implement the Company's Environmental Policy:

1. Compliance with current environmental legislation and Government Regulations.
2. Swift response to accidents or incidents that have a potential to threaten the environment.
3. The provision of advice on the safe handling of the materials and substances used in the workplace, including transportation, storage and disposal.
4. The disposal of any waste products in ways that show concern for the environment using only our trained in-house waste removal teams, or registered and licensed carriers, to responsibly dispose of waste, and to recycle wherever possible.
5. To encourage the development of products, processes and only buy equipment and vehicles with concern for the future of the environment.
6. To communicate freely on environmental matters with government officials, employees, customers and members of the public.
7. To provide training for all employees, as appropriate, to enable them to carry out their job functions in a manner that shows care for the environment.
8. To carry out environmental audits when required.
9. To promote environmental principles by sharing experience with regulatory bodies, other companies, employees and members of the public.
10. In implementing this Environmental Policy Statement, the Company will focus on action to conserve resources and energy, to minimise emissions into air or water and onto land and to increase recycling rates.
11. Through its consultancy division, The Company will also seek to influence legislative developments and improve public understanding of environmental matters concerning the construction and refurbishment business.

Further Reading:

More information is given in our various policies published on www.mariscosouth.co.uk. We have published further policies and information concerning health and safety issues on this website:

- CDM Regulations
- Working with and removing asbestos in the workplace
- Working at Height
- Lone Worker
- Managing Stress at Work
- Bullying and Harassment in the Workplace
- Corporate Responsibility and Sustainability
- Anti-bribery and Ethical Business
- General Data Protection Regulations (GDPR)
- Equal Opportunities and Diversity Policy
- Modern Salary Policy
- Environmental Policy
- Quality Assurance Policy
- Business Continuity Policy