

HEALTH & SAFETY POLICY STATEMENT

The company's policy is to take all reasonable steps to ensure the Health, Safety and Welfare of its employees, subcontractors and anyone else impacted by its operations. The Company is committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health, and to eliminate hazards and reduce OH&S risks. We are also committed to continual improvement on both business and individual levels. It is committed to comply with all legal and all other requirements it subscribes. The company expects all employees to take proactive responsibility for their own and others' safety. Employees are expected to conform to and to comply with the relevant sections of the Health and Safety at Work Act 1974 and to exercise all reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.

The directors are conscious of the need for health and safety training at all levels to enable every employee to fulfil his or her responsibilities, and will ensure that all necessary training is carried out. It is a management function to provide the right circumstances under which work may be carried out safely. However, all employees must understand that they have a legal duty not only how to work in a safe manner, but also to co-operate with the management in any efforts to carry out their responsibilities under the health and safety legislation.

The Company will establish appropriate documentation procedures and will define responsibility and accountability at all levels. Cybi Cyf will maintain close co-operation with Clients, suppliers, sub-contractors, HSE and Safety advisors to ensure, so far as is reasonably practicable, that procedures and practices are satisfactory.

The Company will permit such safety representation as prescribed under the Health and Safety (Consultation with Employees) Regulations 1996 and Safety Representatives and Safety Committees Regulation 1977 and will consult with such Safety Representatives on all matters relating to health and safety.

The overall responsibility for health, safety and welfare of the Company and its personnel is vested in the managing Director, Harri Gwynn Pritchard, including the monitoring and co-ordination of the policy. However, all employees and sub-contractors have a responsibility to work in a safe manner, at minimum risk to themselves and others. The Health and Safety policy will be reviewed by the Director responsible for health and safety annually, or as may be appropriate to take in changes in the law, or changes in the organisation and arrangements for carrying out this policy. A copy will be given to all employees and made available for consultation at the offices, yard and any other premises occupied by the business.

Cybi Cyf is committed to consultation and participation of workers. This is done through regular team meetings. The Company will make every reasonable effort to promote amongst its employees a genuine awareness of safety matters and to create an understanding of the importance of safe working practices, together with the use of protective clothing and safety aids. Employees will be encouraged to involve themselves in the safety activities and the reporting of unsafe conditions and practices.

In order to achieve our goals and aims Cybi Cyf will set and review annual objectives and targets relating to our Health and Safety Performance.

Name : Harri Pritchard

Signature:



Date : September 2023

Position : Managing Director

Version Control and Change History

Change History

Version	Date	Comments
V 1.0	December 2013	Document Created
V 2.0	July 2014	Formatting changes e.g add logo, change font, add address at the bottom
V 3.0	July 2015	Review Document, minor formatting changes.
V 4.0	July 2016	Annual review and re-format document
V 5.0	July 2017	Annual review, sentence added to correspond with new standards
V 6.0	August 2017	Sustainability statement added
V 7.0	August 2018	Annual review – no changes
V 8.0	August 2019	Annual review – no changes
V 9.0	August 2020	Annual review – no changes
V 10.0	September 2021	Annual review – document re formatted no changes to content.
V 11	September 2022	Annual review – no changes to content
V 12	September 2023	Annual review – no changes to content

Review Schedule

Review cycle	Date of Last Review	Reviewed By	Authorised (for Cybi Cyf)	Date of Next Mandatory Review
As required	July 2014	Gwenno Jones	Harri Pritchard	As required
As required	July 2015	Gwenno Jones	Harri Pritchard	As required
As required	July 2016	Alan Roberts	Harri Pritchard	As required
As required	July 2017	Alan Roberts	Harri Pritchard	As required
As required	August 2017	Gwenno Jones	Harri Pritchard	As required
As required	August 2018	Gwenno Jones	Harri Pritchard	As required
As required	August 2019	Gwenno Jones	Harri Pritchard	As required
As required	August 2020	Gwenno Jones	Harri Pritchard	As required.
As required	September 2021	Gwenno Jones	Harri Pritchard	As required
As required	September 2022	Gwenno Jones	Harri Pritchard	As required

As required	September 2023	Gwenno Jones	Harri Pritchard	As required
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