

**This is a statement of the Company's Health and Safety policy in accordance with the Health and Safety at Work Act 1974.**

Philbin Glass Recycling Ltd

The ultimate responsibility for Health and Safety with Philbin Glass Recycling Ltd lies with the Managing Director.

The Managing Director will review the health and Safety policy annually for continued suitability

The Managing Director will review, sign and date the Health and Safety statement annually, and bring it to the attention of all employees

We recognise that safety is the responsibility of everyone and is not just a function of management. Employees will have specific duties and responsibilities to comply with the letter and spirit of the policy. Employees have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and cooperate with their employer to achieve the standards required.

The company will in consultation with our employees and their representatives ensure that our Health and Safety policy will be:

- Specific to the company and appropriate to the nature of our activities;
- Concise, clearly written, dated and made effective by the signature of a senior person
- Communicated and readily accessible to all persons at their place of work;
- Reviewed for continued suitability; and
- Made available to relevant external interested parties as appropriate.

The Company aims to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work, and of others who may be affected by our undertakings, and compliance with all the relevant legislation.

We look at the promotion of health and safety measures as a mutual objective for all employees and recognise that successful management contributes to successful business performance.

To ensure the principles of health and safety are clearly understood through Philbin Glass Recycling Ltd, we will be committed to:

- protecting the safety and health of all employees within the Company by preventing work-related injuries, ill health, disease and incidents
- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the Company subscribes
- ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy
- ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the Company
- devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of employees. Expert help will be sought where the necessary skills are not available within the Company
- ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Health and Safety Management
- continually improving the performance of Health and Safety Management
- providing the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health and safety
- liaising and working with all necessary persons to ensure health and safety, and we will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

We will take all reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and working practices within the Company.

We will continuously improve our health and safety management arrangements in order to protect employees and others from risks to their health, safety and welfare whilst engaged in any work-related activities of the Company.

We recognise that safety is the responsibility of everyone and is not just a function of management. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

Prior review 2024

Signature: 

Date: 01/04/2025

Name: Sarah Philbin

Position: Managing Director

Next Review Date: March 2026