
	Integrated Safety, Health, Environmental and Quality Policy			
	Doc Ref: POL5-01	Issue No.: 3 Date: 07/01/2024	Page: 1 of 3	

S & R Construction is a company with a mission to provide innovative support services to its customers.

S&R Construction's Top Management:

- recognise the importance of and fully support the company's compliance with the requirements of ISO 9001 (including NHSS 2A & 12D), ISO14001 and ISO45001, GIRS, NERS, WIRS, Gas Safe & WIAPS.
- are actively involved and committed to ensuring that the company integrated management system is effective and compliant with the various national and international standards and legislation that apply to its areas of business.

This is demonstrated through holding ISO 9001, ISO14001 and ISO45001 certification, Achilles Verify B2 certification, being a MURS accredited company and being listed on the Gas Safe Register.

We strive to continually fulfil the needs and expectations of all interested parties along with providing first class service in the following disciplines.



- Civil Engineering
- Highways Maintenance
- Traffic Management
- Installation of new connections
- Replacing existing utilities
- Backfilling & reinstatement
- Meter replacement
- Meter position alterations

Through the company's Integrated Safety, Health, Environmental and Quality (SHEQ) policy and management systems, it aims to:

1. provide a level of service and focus complying with all Customer, statutory & regulatory requirements along with those of any other interested parties
2. meet clients' expectations and deliver complete customer satisfaction
3. promote and protect staff health, safety and wellbeing in the workplace - wellbeing is relevant for all employees, which means every member of staff can play a part in improving wellbeing in the workplace.
4. Promote and protect the environment

The company will fulfil its requirements by:

- Adequate control of the health, safety and environmental risks arising from our work activities.
- Consultation with employees on matters affecting their health, safety and wellbeing.
- Providing and maintaining safe plant and equipment.
- Ensuring the safe handling and use of substances.
- Providing information, instruction, training and supervision to ensure that all employees are competent to undertake their work.
- Preventing accidents, cases of work-related ill health and pollution.
- Maintaining safe and healthy working conditions.
- Bringing to the attention of all employees and appropriate interested parties, changes to this policy and our management systems / processes
- Ensuring health, safety, wellbeing and welfare of employees and others who may be affected by this company's activity.
- Maintaining compliance with all relevant statutory & regulatory requirements and approved codes of practice along with the requirements of any other interested parties

	<h2>Integrated Safety, Health, Environmental and Quality Policy</h2>		
	Doc Ref: POL5-01	Issue No.: 3 Date: 07/01/2024	

- Making health and safety, wellbeing, the environment and quality an integral part of the management of the business
- Managing any SHWEQ issues through a structured approach
- Giving employees information on mental health issues to help raise awareness
- Delivering non-judgmental support to any staff member experiencing a mental health issue and ensuring that they are treated fairly.
- Providing Wellbeing and Mental Health first aid training as appropriate to ensure the business can support staff with wellbeing issues / mental ill health
- Delivering a thorough induction for all new starters, providing an outline of the organisation, the policies and the role they are expected to play
- Offering employees flexible working hours where appropriate
- Setting realistic targets and deadlines for staff to prevent long working hours
- Dealing with any conflict quickly and make sure the workplace is free from bullying, harassment, racism or discrimination
- Ensuring all staff have clear job descriptions, objectives and responsibilities, as well as the training to do their job well
- Ensuring good communication between managers, staff and teams
- Providing access to an on-site Gym at the new company Head Office
- Encouraging and supporting staff in making healthier eating choices
- Provide access to an on-site canteen at the new Head Office
- Provide easy access to cold water in all offices and meeting rooms
- Encourage staff to eat lunch away from their desks
- Managing and monitoring the effectiveness of the management system with the aim of continual improvement where practicable.
- Setting quantifiable objectives and targets.
- Measuring key performance elements of our business against both client and company set objectives and targets to ensure performance is continuously improved
- Giving Particular emphasis to significant environmental aspects such as fuel storage, waste management the protection of wildlife and habitats and the protection of controlled waters.
- Endeavouring to minimise the environmental impact of our operations and reduce, as far as practicable, the effects of noise, dust, disturbance and inconvenience to others.

The person responsible for ensuring the overall effectiveness and implementation of this policy and having particular accountability is Mr. S. Sankey.



Mr. Jamie Sankey, along with his colleague, Mr. Paul Swift, the appointed SHEQ Managers, are responsible for implementing and monitoring this policy throughout the company.

The company will ensure that adequate resources are allocated to ensure the provision of appropriate advice, equipment, facilities and training to ensure those persons can fulfil their responsibilities as is appropriate to the works undertaken.

The company will adopt a risk assessment approach to its activities. Where hazards are identified, we will evaluate, control and bring the control measures identified to the attention of employees.

The management system must be used in conjunction with this policy as an aid to managing health, safety, protecting the environment and delivering the required levels of quality at all times.

Our policy is communicated to all employees and provides a strategic business tool in line with our philosophy to become the leading choice within the Sectors that we operate. Company Policies, Procedures and

	Integrated Safety, Health, Environmental and Quality Policy		
	Doc Ref: POL5-01	Issue No.: 3 Date: 07/01/2024	

associated documentation will also be available for all employees. This is to ensure they are aware of the company policies and responsibilities of all personnel.

The company will continually strive to improve standards throughout our areas of operations by enhancing awareness and commitment amongst our employees through structured training and encouraging the adoption of sound SHWEQ principles amongst our sub-contractors and customers alike. We have built and strive to maintain a reputation for delivering quality operations while adopting safe working practices and protecting the environment, this committed approach ensures further business which will facilitate our business aims.

This policy and associated procedures will be formally reviewed annually, although on exception, changes may be implemented at other times as required by legislative and work practice changes.

Signed: *SJ Sankey*

Name: S. Sankey

Title: Managing Director

Date: 07/01/2024