

Health & Safety Policy

FICKLESTIX



1. Introduction

Ficklestix is committed to ensuring the health, safety, and welfare of all its employees, customers, contractors, and visitors. We believe that a safe and healthy working environment is fundamental to the success and sustainability of our business. This Health & Safety Policy outlines our commitment to maintaining the highest standards of health and safety.

2. Policy Statement

Ficklestix is dedicated to:

- Complying with all relevant health and safety legislation, regulations, and codes of practice.
- Promoting a culture where health and safety are integral to every aspect of our operations.
- Continually improving our health and safety performance through regular review and updates of our policies and procedures.

3. Responsibilities

Management Responsibilities:

- Ensure that all health and safety policies and procedures are effectively implemented and communicated.
- Provide adequate resources and training to support health and safety initiatives.
- Conduct regular risk assessments and ensure that appropriate control measures are in place.
- Investigate all accidents, incidents, and near-misses to prevent recurrence.

Employee Responsibilities:

- Take reasonable care for their own health and safety and that of others who may be affected by their actions.
- Follow all health and safety procedures and instructions.
- Report any hazards, unsafe conditions, or practices to their supervisor immediately.
- Participate in health and safety training and initiatives.

4. Risk Management

Ficklestix will conduct regular risk assessments to identify potential hazards and implement appropriate control measures. These assessments will be reviewed periodically and updated as necessary to reflect any changes in operations or legislation.

5. Training and Competence

We will provide all employees with the necessary information, instruction, training, and supervision to ensure they are competent to carry out their work safely. This includes:

- Induction training for new employees.
- Regular refresher training for existing employees.
- Specific training for roles with particular health and safety risks.

6. Emergency Procedures

Ficklestix will maintain and regularly review its emergency procedures to ensure a prompt and effective response to any health and safety incidents. This includes:

- Clearly defined emergency roles and responsibilities.
- Regular emergency drills and exercises.
- Availability of first aid equipment and trained personnel.

7. Health and Wellbeing

Ficklestix recognises the importance of employee health and wellbeing and is committed to:

- Promoting a healthy work-life balance.
- Providing support and resources for mental health and wellbeing.
- Encouraging healthy lifestyle choices.

8. Communication and Consultation

We will ensure effective communication and consultation with employees on health and safety matters. This includes:

- Regular health and safety meetings.
- Providing access to health and safety information and resources.
- Encouraging feedback and suggestions for improving health and safety.

9. Monitoring and Review

Ficklestix will monitor and review its health and safety performance regularly to ensure compliance with this policy and continuous improvement. This includes:

- Regular audits and inspections.
- Reviewing accident and incident reports.
- Setting and reviewing health and safety objectives and targets.

10. Policy Review

This Health & Safety Policy will be reviewed annually, or more frequently if necessary, to ensure it remains relevant and effective.



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