

GENERAL HEALTH AND SAFETY POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 STATEMENT OF INTENT

- 1.1 Grants Electrical Solutions Ltd regards the health, safety and welfare of its staff, clients, and all persons affected by its work as its first priority, above commercial considerations. The Company will comply with the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Electricity at Work Regulations 1989, the Construction (Design and Management) Regulations 2015 and all other relevant statutory provisions, as a minimum standard.
- 1.2 The Company will provide safe systems of work, safe plant and equipment, adequate information, instruction, training and supervision, and suitable welfare arrangements, and will consult its workforce on matters affecting their health and safety.
- 1.3 This statement is signed by the Managing Director, who accepts overall responsibility for health and safety in the Company, and is displayed and issued to all staff.

2 SCOPE

- 2.1 This policy applies to all directors, employees, workers, consultants and sub-contractors of the Company ("staff") at every location where the Company works, including client premises, occupied homes and construction sites.

3 ORGANISATION AND RESPONSIBILITIES

- 3.1 **The Managing Director (Shaye Grant)** has overall responsibility for health and safety, sets this policy, allocates resources, and monitors performance.
- 3.2 **The Qualified Supervisor (Patrick Morris)** is responsible for technical electrical safety standards, inspection and testing regimes, and the competence of operatives, in accordance with BS 7671 and the Electricity at Work Regulations 1989.
- 3.3 **All staff** must take reasonable care of their own health and safety and that of others, follow safe systems of work, RAMS and training, use equipment and PPE correctly, and report hazards, defects, accidents and near misses immediately.
- 3.4 **Sub-contractors** must hold and evidence equivalent standards, provide RAMS before starting work, and comply with this policy and site rules at all times.

4 ARRANGEMENTS

- 4.1 Risk assessments and method statements are prepared for all work activities under the Company's RAMS policy, communicated to the operatives carrying out the work, and reviewed when conditions change.
- 4.2 Safe isolation is mandatory before work on electrical systems in accordance with the Company's Live Working Policy. Work on or near live conductors is prohibited except in the strictly controlled circumstances that policy defines.
- 4.3 Plant, tools, test instruments, ladders and access equipment are maintained, inspected and calibrated at defined intervals, with records retained. Defective equipment is withdrawn immediately.

- 4.4 PPE appropriate to the task is provided free of charge and its use is mandatory where identified by risk assessment.
- 4.5 Welfare arrangements, first aid provision, fire precautions, accident reporting and occupational health arrangements are set out in the Company's supporting policies, which form part of the health and safety management system.
- 4.6 Health and safety performance, accidents, near misses and audit findings are reviewed by the Managing Director, and lessons learnt are briefed to all staff.

5 CONSULTATION, INFORMATION AND TRAINING

- 5.1 Health and safety is covered at induction and through ongoing toolbox talks. Staff are consulted on changes affecting their health and safety and are encouraged to raise concerns directly with the Managing Director, without any fear of reprisal.
- 5.2 Training and competency requirements, including ECS cards, qualifications and refresher training, are managed under the Training and Competency Policy, with records retained.

6 MONITORING AND AUDIT

- 6.1 Compliance is monitored through site inspections, RAMS reviews, accident and near miss data, and the requirements of the Company's accreditations, including CHAS and its NICEIC and NAPIT registrations. Deficiencies are corrected and tracked to closure.

7 NON-COMPLIANCE

- 7.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement and may lead to removal from site and termination of engagement.

8 REVIEW

- 8.1 This policy is reviewed at least annually by the Managing Director and additionally following any incident, change in legislation, or change in the business, with changes recorded in the version history and reissued to all staff.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: *Shaye Grant*

Shaye Grant, Managing Director Date: 22nd July 2026