

Health and Safety Policy – General Statement

In House Training & Consultancy Ltd (IHTC Ltd) is fully committed to meeting its responsibilities under the Health & Safety at Work etc, Act 1974, the Management of Health and Safety at Work Regulations 1999 (as amended), and associated protective legislation, both as an employer and as a company. To achieve these objectives the management of **IHTC Ltd** are responsible for:

- Keeping workplace health, safety and welfare procedures under constant review
- Liaising with the Health and Safety Executive wherever necessary
- Keeping itself abreast of new legislation, EU Directives, Regulations and British Standards, in order to ensure ongoing compliance with the law.

The main responsibility for health and safety lies with the Managing Director, Neill Files. **IHTC Ltd** is bound by any acts/or omissions of the Managing Director, giving rise to legal liability, provided only that such acts and/or omissions arise out of and in the course of company business.

To comply with its statutory and common law duties, **IHTC Ltd** has arranged insurance against liability for death, injury and/or disease suffered by any of its employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of **IHTC Ltd**.

IHTC Ltd employees agree, as part of their contract of employment, to comply with individual duties under both the Health & Safety at Work etc, Act 1974 and the Management of Health and Safety at Work Regulations 1999 (as amended) and will cooperate with **IHTC Ltd** to enable it to carry out its health and safety duties under the Act. Failure to comply with health and safety duties, regulations, work rules and procedures regarding health and safety, on the part of the employee, may lead to dismissal in the case of serious breaches or reputed breaches; such dismissal may be instant and without prior warning.

In accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, **IHTC Ltd** has instituted a system of reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, in addition to its statutory duty to provide an accident book. **IHTC Ltd** will comply with its duties towards employees under the Health & Safety at Work etc, Act 1974, the Management of Health and Safety at Work Regulations 1999 (as amended), so far as is reasonably practicable, in order to:

- Provide and maintain plant and systems of work that are safe and without risks to health, a safe place of work, a safe system of work
- Ensure the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances
- Provide such information, instruction, training and supervision as may be necessary to ensure the health and safety at work of its employees
- Make regular risk assessments available to employees
- Take appropriate preventative/protective measures
- Provide employees with health surveillance where necessary
- Appoint competent personnel to secure compliance with statutory duties and to undertake reviews of the policy as necessary

In order to meet its obligations towards the general public and all lawful visitors to **IHTC Ltd** premises, the company will pay strict attention to its duties under the Health and Safety at Work Act and the Occupiers' Liability Acts 1957 and 1984.

This policy has been prepared in compliance with Section 2(3) of the Health and Safety at Work etc, Act 1974 and binds all Managers and Employees, in the interests of Employees and Customers. We request that our Customers and Visitors respect this Policy, a copy of which can be obtained on demand.

Signed:.....*Neill Files*.....

Neill Files
Managing Director
In House Training & Consultancy Ltd

Dated:.....1st September 2023.....