

	<b>RHINO ENGINEERING GROUP LIMITED</b> <b>HEALTH &amp; SAFETY PROCEDURE</b> <b>HEALTH AND SAFETY POLICY</b>	Doc Ref. HS-010
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This is the Health and Safety Policy of **Rhino Engineering Group Limited (REGL)** and is applicable to all subsidiary companies (Rhino Systems Limited (RSL), Rhino Site Systems Limited (RSSL), and Rhino HySafe Limited).

### Policy and Commitment

Our Health and Safety Policy is to:

- **Comply fully with the requirements of the Health and Safety at Work etc Act 1974 and any other applicable health and safety legislation**
- **Maintain ISO 45001 Certification**
- **Prevent accidents and cases of work-related ill health**
- **Manage health and safety risks in our workplace and seek to reduce any hazards**
- **Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work**
- **Provide personal protective equipment**
- **Consult with our employees on matters affecting their health and safety**
- **Provide and maintain safe plant and equipment**
- **Ensure safe handling and use of substances**
- **Maintain safe and healthy working conditions**
- **Implement emergency procedures, including evacuation in case of fire, or other significant incident**
- **Respect and react to legitimate safety concerns raised by employees without reprisal**
- **Continually improve and develop our Health & Safety systems**
- **Review and revise this policy regularly**

We commit to assigning responsibilities and making arrangements to effectively implement this policy to meet our Health and Safety obligations to all staff and anyone visiting our premises or affected by our work.



**Stuart Lawrence**  
Group Managing Director



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### Responsibilities

**Stuart Lawrence** (Group Managing Director)

- Overall and final responsibility for health and safety

**Jason Morris** (RSL - Port Talbot Operations Manager), **Paul Andrews** (RSSL – Managing Director), **Andrew Davies** (HySafe - General Manager)

- Day to day responsibility for ensuring this policy is put into practice
- Safety, risk assessments, consulting employees, accidents, first aid and work-related ill health.
- Maintaining equipment, facilities, information, instruction, supervision and training

**Jan McPherson** (Senior Director Pot Talbot Site)

- Accident and ill health investigation, emergency procedures, fire and evacuation

**Jez Alston** (QA Manager), **Gary Evans** (HS&E Consultant)

- Monitoring, auditing, advising the company on H&S matters

### **All Employees**

- Co-operate with supervisors and managers on health and safety matters
- Take reasonable care of their own health and safety
- Report all health and safety concerns to management as above

### Arrangements

#### **Risk Assessment**

- We will complete relevant risk assessments and take action
- We will review risk assessments when working habits or conditions change

#### **Training**

- We will give staff and subcontractors health and safety induction and provide appropriate training (including working at height, asbestos awareness and electrical safety)
- We will provide personal protective equipment
- We will ensure suitable arrangements are in place for employees who work remotely

#### **Consultation**

- We will consult staff routinely on health and safety matters as they arise and formally when we review health and safety

#### **Evacuation**

- We will ensure escape routes are well signed and kept clear at all times
- We will confirm evacuation plans by testing from time to time and update if necessary

#### **Communication**

- We will display copies of this policy in the foyer and on the Health & Safety notice board in the factory.
- We will communicate business supporting policies to all employees by issue of a 'staff handbook'
- We will update employees of any significant policy changes via 'toolbox talks'



**Stuart Lawrence**  
Group Managing Director

