

CA DRILLERS LIMITED

DIAMOND DRILLING • DIAMOND SAWING • ROBOTIC DEMOLITION

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Fatigue, Mental Health & Occupational Health & Safety Policy **Statement**

CA Drillers Ltd is fully committed to conducting all our activities in a safe and conscientious manner so as to prevent injury and ill health to our employees, subcontractors, self-employed workers and members of the general public.

CA Drillers Ltd will comply with all applicable health & safety legislation and constantly strive to achieve best practice in all areas of our operations. We fully recognise the importance of achieving good standards of occupational health & safety management and the impact this has on the effectiveness and sustainability of our business and are fully committed to complying with all applicable health & safety legislation and constantly strive to achieve best practice in all areas of our operations.

We also recognise the need to continually strive for improvement and shall provide a framework for setting and reviewing objectives and measurable targets.

We expect every employee and subcontractor to achieve and maintain the highest standards of occupational health & safety at all times and to comply fully with the objectives of this Policy Statement, and the following responsibilities and arrangements where appropriate.

Responsibilities:

- The Directors have the overall responsibility for health & safety within the Organisation. The main responsibility being to ensure that all employees and subcontractors comply with the requirements of this Policy Statement and the occupational health & safety management systems;
- Each member of the management team is responsible for ensuring that due consideration is given to the occupational health & safety implications of any decision or proposal made in their respective area of responsibility;
- All employees are responsible for complying with this Policy Statement and the occupational health & safety management systems, and for working in a safe manner at all times;
- All employees and subcontractors must bring any occupational health & safety concerns or suggestions to the attention of CA Drillers, through their line manager or other appropriate person:

The occupational health & safety management processes will aim to:

- Identify and monitor the health & safety hazards and risks associated with our operations and put in place such controls as may be necessary to eliminate or reduce them;
- Identify minimum competency requirements and arrange any necessary training or other actions to ensure that these are met for all employees and subcontractors;
- Provide all employees with appropriate personal protective equipment to limit their exposure to occupational health & safety risks;
- Ensure all accidents and near-miss incidents are reported using the established procedures. Where appropriate these will be investigated and corrective and preventative measures taken;
- Monitor compliance with legislation and the management system to identify improvements and trends that can be used when reviewing the occupational health & safety management systems;
- The Organisation will establish, monitor and review measurable occupational health & safety objectives, targets and programs as part of the management review processes;

Fatigue has been identified as a factor in accidents and incidents which can lead to reduced vigilance and alertness, increase errors, impair decision making and deterioration in mood and motivation.

We will encourage individuals to:

- Make appropriate use of off-duty periods provided in the working pattern to obtain sufficient sleep to carry out their work safely, including taking future duty times into account when planning their off-duty lives
- Inform their line manager as soon as possible if they believe that they or a colleague are, or are likely to become, too tired to carry out their duties safely
- Declare any second job which could reasonably be expected to adversely affect their level of fatigue and their consequent ability to carry out their duties safely
- Inform their line manager if they become aware that they may have a condition such as a sleep disorder which could make them more liable to potentially dangerous levels of fatigue at work
- Report any other concerns they may have regarding risks from fatigue
- Co-operating with other reasonable requirements or requests of C A Drillers which are aimed at controlling risks from fatigue



Mental Health Policy Statement

Mental health problems and stress can affect anyone, regardless of their position or status. This policy applies equally to all employees and will be supported and implemented in conjunction with other human resources and health and safety policies.

Aims

To recognise that workplace stress is a health and safety issue, and acknowledge the importance of identifying and reducing workplace stressors. As an employer we aim to create and promote a culture where employees are able to talk openly about their job and mental health problems and to report difficulties without fear of discrimination or reprisal.

Objectives

To tackle workplace factors that may negatively affect mental wellbeing, and to develop management skills to promote mental wellbeing and to manage mental health problems effectively where these manifest at work, even if they are not directly caused by work. To provide support and assistance for employees experiencing mental health difficulties. To show a positive and enabling attitude to employees and job applicants with mental health issues, within the context of their role.

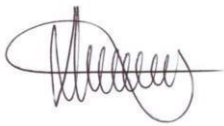
Responsibilities and Commitment

Everyone has a responsibility to contribute to making the workplace mental wellbeing policy effective. Directors and Managers have a responsibility to:

- Monitor the workplace, identify risks and work to eliminate or reduce them as far as reasonably practicable;
- Ensure good communication between management and staff, particularly regarding organisational and procedural changes;
- Assist and support employees who are known to have mental health problems or are experiencing acute stress outside work – for example due to bereavement or separation;
- Ensure staff are provided with the resources and training they need to carry out their job;
- Monitor workloads avoid overloading people, and ensure staff are taking their full holiday entitlement;
- Organise training and awareness of workplace mental wellbeing, this includes but not limited to providing mental health first aiders within the workforce.
- Provide advice and support to employees and managers in relation to this policy;

We recognise that the success of this Policy depends on the combined efforts of all employees and subcontractors and to this end will fully support anyone encountering difficulties complying with it.

THIS POLICY WILL BE REVIEWED ON AN ANNUAL BASIS.



James Amos Managing Director CA Drillers Ltd

Date: 15th February 2024

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