



## **Occupational Health & Safety Arrangements Policy Statement**

CA Group 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 Group 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:**

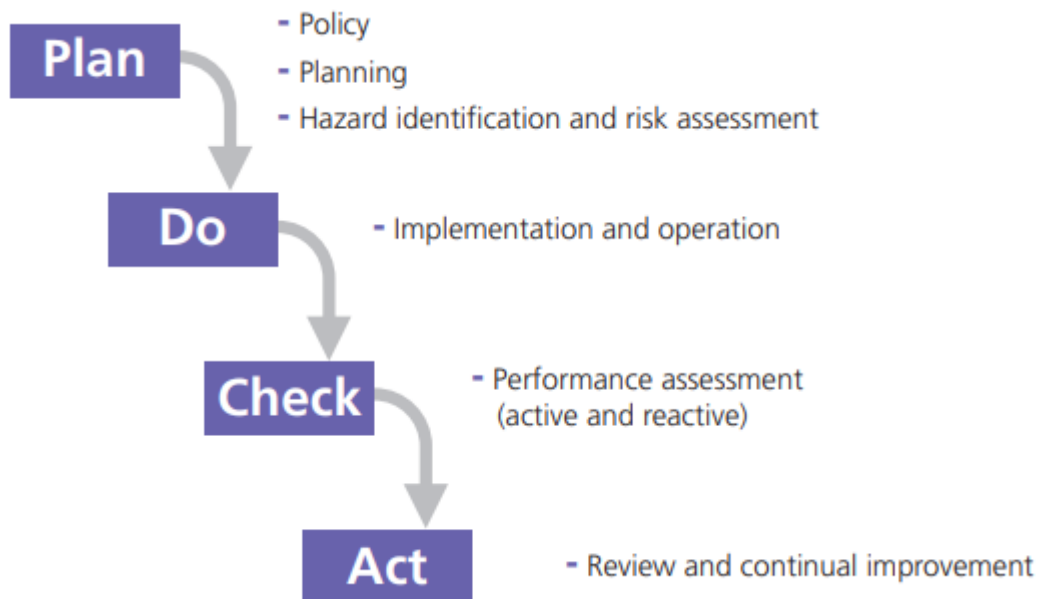
- The Directors have the overall responsibility for health & safety within the Organisation. The main responsibility being to ensure that all employees and subcontractors comply with the requirements of this Policy Statement and the occupational health & safety management systems;
- Each member of the 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 Group, through their line manager or other appropriate person:

### **The occupational health & safety management processes arrangements in place are the following:**

- 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;
- Provide employees with an annual Health Surveillance to check for workers exposed to the following; Dust, Noise, Vibration, and other substances hazardous to health;
- Furthermore, employees will undergo a Safety Critical Medical, these are valid for 3 years. Unless any concerns from the Health Surveillance are raised to attention, the Safety Critical will be carried out every triennial before expiry;
- Monthly Health and Wellness promotions, delivered to workers providing tools and support to identify any health risks.
- Implementation of Mental Health First Aiders have begun within our company. Monthly and quarterly emails/ toolbox talks delivered to employees to raise awareness and to encourage forthcoming conversations. Mental Health literacy and posters on display for employees own perusal.



- Employee Assistant Programme (EAP) in place, any employee whose reached out about their mental health, C A Group will offer support to employees. This entails finding the appropriate counselling and financially contributing to the initial sessions.
- 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;



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 Group  
10<sup>th</sup> May 2025