

Infocus Resources Limited is a labour supply agency and Infocus Projects Limited a provider of civil engineering project delivery to the railway and other sectors. (Infocus). Our workers include our office-based staff and deployed safety critical staff, civil engineering operatives, machine operatives, and other trades. In regards Occupational Health & Safety we are committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- Fulfilling our legal requirements and other requirements.
- Eliminating hazards and reducing occupational health & safety risks, as far as is reasonably practicable,
- Providing the necessary resources to achieve our health and safety obligations and commitments,
- Consulting and involving our workforce in health and safety,
- To not allowing other business objectives to compromise our health & safety objectives, and
- To continual improvement of the health and safety management system.

We maintain an occupational health and safety management system that is in line with the requirements of ISO 45001:2018 and is certified by Safety Schemes in Procurement (SSIP) Schemes.

To support the delivery of the above commitments we have established the following objectives:

1. Risk assess to identify occupational health and safety threats and opportunities and minimise the threats and deliver the opportunities as far as is reasonably practicable. In doing this we consult and involve our non-managerial workers and other interested parties in our planning.
2. To identify the needs and expectations of our interested parties, ensure that we have the required organisational knowledge and information to deliver our services, and the required information technology to communicate it.
3. Ensure that we have established emergency arrangements to identify potential emergency situations, to minimise their likelihood and to ensure adequate response should they occur.
4. Provide the necessary human resources and ensure their competency and performance.
5. Provide work equipment and work environments that are technically sound and fit for purpose.
6. Where outsourcing, ensure that suppliers are competent and comply with health and safety requirements.
7. In delivering our work on our sites, we ensure the 7Cs of CDM: Consultation, Cooperation, Competency, Communication, Care, Custody and Control.
8. Monitor the performance of the company through site surveillance, system audit, and review.
9. To identify areas for improvement through proactive identification of improvement opportunities and identification and control of nonconformity.
10. Promote and encourage safe behaviours and re-educate individuals where required incidents of unsafe behaviours.

Our workers have a duty to co-operate with this policy by:

- Ensuring care, custody, and control on site.
- Cooperating from all site rules and instructions unless following them will lead to harm.
- Using the safety and protective equipment provided.
- Reporting hazard observations, near misses and injury events.
- Cooperating in the investigation of safety contraventions so to prevent a recurrence.

We have established health and safety objectives to achieve the above commitments which are regularly monitored by the management team.

We review the effectiveness and adequacy of this health & safety policy on an annual basis and as part of change planning, lessons learnt, knowledge transfer or following an incident or other failure to meet our health and safety objectives.

We communicate our health & safety policy to all interested parties. This policy is displayed on company premises, presented at new employee induction, displayed in any fixed construction sites under our control, and made available upon request from interested parties.

We will review this OHS policy as part of change planning, post-incident, lessons learnt / knowledge transfer and annually.

Av Ghuman,
Managing Director
26th March 2024