

## Achieving zero accidents is our No.1 goal

ScotAsh is committed to providing a safe and healthy work environment for employees, contractors and other stakeholders and to conducting its business in a safe manner.

Health and safety are core values that must be incorporated into all aspects of our business.

Our health and safety policy is based on that of the worldwide Lafarge Group, one of our parent companies, although we continue to share best practices with our other parent, ScottishPower.

The policy integrates health and safety objectives into all management systems and holds management accountable for the prevention of injuries and occupational illnesses.

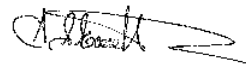
Everyone working for ScotAsh expects a safe and healthy work environment and, in turn, we expect everyone to contribute to that safe environment through responsible behaviour.

All employees, with management leading by example, are expected to demonstrate full commitment to our core values of health and safety through proactive engagement as teams and as individuals.

When it comes to safety, we believe the only acceptable number is zero – zero accidents, incidents or occupational illnesses.

Achieving and maintaining this goal will remain our top priority. This Policy is endorsed by the ScotAsh Board.

ScotAsh Director Allan Everett



### Our Health & Safety Organisation

The Director is responsible for the health and safety performance of ScotAsh and for appropriate welfare arrangements

The Production Manager is responsible for coordinating specialist knowledge, facilitating the implementation of the policy and arrangements and assisting in the administration and application of the Health & Safety Management System.

All Managers and Team Leaders are responsible for the health, safety and welfare at work of everyone who reports to them – and for implementing this policy and health and safety arrangements in their area of control or influence

All Employees have responsibility for their own health and safety and looking out for their colleagues and contractors.



## Health & Safety Rules

**RESPONSIBILITY:** Line management is responsible for health and safety implementation, communication and compliance

**TRAINING:** Employees, managers and contractors must be trained to work safely and manage health and safety in their area

**EVERYONE:** Everyone working for ScotAsh, including contractors, must respect the Health & Safety Rules

**IMPROVEMENT:** We will utilise an annual Health & Safety Improvement Plan as part of our overall Performance Plan

**ORGANISATION:** We will maintain a Health & Safety Committee comprising management and employees

**COMPLIANCE:** We will comply with the Lafarge Group Health & Safety Standards

**REPORTING:** All incidents and accidents must be reported at the appropriate level, investigated and learning shared

**TRANSPARENCY:** Safety results must be visibly communicated to everyone

**MEASUREMENT:** All operations must be regularly audited against the OHSAS18001 standard and relevant LCUK Standards

**SUPPORT:** Health & Safety organisation will be adequately resourced and trained to provide support to the line management

**CONDITION OF EMPLOYMENT:** Compliance with these rules is a condition of employment and one of the criteria for career development

**INVOLVEMENT:** All employees will be encouraged to contribute proactively to health and safety management and improvement

## Our Health & Safety Commitments

As part of our health and safety policy we will:

- Comply with all UK Occupational Health & Safety laws and relevant codes of practice
- Operate a formalised Health & Safety Management System (HSMS) to OHSAS 18001
- Seek ways to continually improve health and safety management and performance
- Ensure risks have been assessed and appropriate control measures are in place before a job is started
- Measure progress against objectives and targets as set out in the Health & Safety Improvement Plan
- Integrate health and safety considerations into decision-making at all levels for all existing and planned activities
- Provide general and specific health and safety training to meet the requirements of the business and employees
- Include health and safety considerations in Personal Development Plans
- Communicate openly and consult with stakeholders on health and safety issues
- Ensure health and safety information is easily available and accessible to employees and contractors
- Review health and safety arrangements annually and re-issue as required.



# SCOTASH

To contact ScotAsh please telephone, fax or visit our website

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