

Health & Safety Policy

Company: Connexion Developments Ltd

Issue Date: January 2026

Review Cycle: Annual or upon significant business change

1. Policy Statement

Connexion Developments Ltd is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and others who may be affected by our activities. We recognise our responsibilities under the **Health and Safety at Work etc. Act 1974** and associated regulations and are committed to preventing accidents, injuries, and work-related ill health.

Health and safety is an integral part of how we operate and is managed alongside quality, environmental, and operational performance.

2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, and agency workers
- Visitors and others affected by our operations

It covers all work activities undertaken at our premises and during work-related activities, including warehousing, office-based work, logistics, and site visits.

3. Legal and Management Framework

Connexion Developments Ltd complies with all applicable UK health and safety legislation, including but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Workplace (Health, Safety and Welfare) Regulations 1992
- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- Manual Handling Operations Regulations 1992
- Control of Substances Hazardous to Health Regulations 2002 (COSHH)
- Regulatory Reform (Fire Safety) Order 2005

Health and safety risks are managed through risk assessment, safe systems of work, training, supervision, and ongoing review.

4. Responsibilities

Directors

The directors of Connexion Developments Ltd have overall responsibility for health and safety and for ensuring that adequate resources are provided to implement this policy effectively.

Management

Management is responsible for:

- Implementing and maintaining this policy
- Carrying out and reviewing risk assessments
- Ensuring safe systems of work are in place
- Providing appropriate information, instruction, training, and supervision
- Investigating accidents, incidents, and near misses

Employees and Others

All employees and individuals working on behalf of the company are responsible for:

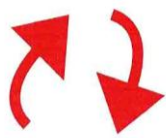
- Taking reasonable care of their own health and safety and that of others
- Following company procedures and instructions
- Using equipment and protective measures correctly
- Reporting hazards, incidents, and unsafe conditions promptly

5. Risk Assessment and Safe Working Practices

Connexion Developments Ltd:

- Identifies hazards and assesses risks associated with work activities
- Implements control measures to reduce risks to as low as reasonably practicable
- Reviews risk assessments annually or when changes occur

Safe working practices are established for activities including manual handling, use of work equipment, working at height, display screen equipment (DSE), and handling of substances.



6. Training, Information, and Supervision

Appropriate health and safety training is provided to ensure employees are competent to carry out their duties safely.

Training may include:

- Health and safety induction
- Manual handling
- Use of work equipment
- Fire safety and emergency procedures
- First aid awareness
- Display screen equipment (DSE) assessments

7. Workplace Safety and Welfare

Connexion Developments Ltd provides:

- Safe and well-maintained workplaces
- Suitable welfare facilities, including toilets, washing facilities, and drinking water
- Safe access and egress to all work areas
- Adequate lighting, ventilation, and housekeeping

Work equipment and machinery are maintained, inspected, and used in accordance with manufacturer guidance and legal requirements.

8. Fire Safety and Emergency Procedures

Fire risk assessments are undertaken and reviewed periodically.

Emergency procedures are in place and include:

- Clearly signed escape routes
- Fire detection and alarm systems
- Emergency evacuation arrangements
- Periodic testing and drills where appropriate

Employees are required to familiarise themselves with emergency procedures and act accordingly.

9. Accidents, Incidents, and Reporting

All accidents, incidents, near misses, and cases of work-related ill health must be reported promptly.

Connexion Developments Ltd:

- Records and investigates incidents
- Takes corrective action where required
- Reports incidents under **RIDDOR** where legally required

10. Consultation and Communication

Employees are consulted on health and safety matters and encouraged to raise concerns or suggestions.

Health and safety information is communicated through inductions, training, and ongoing dialogue.

11. Continuous Improvement

Health and safety performance is monitored and reviewed as part of normal management processes.

Connexion Developments Ltd is committed to continual improvement and will adapt its approach as risks, legislation, and business activities evolve.

12. Policy Review

This policy will be reviewed annually or following significant changes to legislation, business operations, or workplace risks.

Approved by:

Managing Director

For and on behalf of Connexion Developments Ltd