

Health and Safety Charter

Principle fully recognises and is committed to its legal and moral obligations to ensure, as far as reasonably practicable, the safety, health and welfare of direct, indirect employees and the general public where affected by the Company's activities or product. The purpose of this Charter is to outline our main principles for the promotion and improvement of healthy and safe working areas.

'No job is so important or urgent that it cannot be performed safely'

As part of our network of approved partners, we would ask you to support our pledge to continuous improvement in healthy and safe working practices by reading our Health & Safety Policy* and signing up to the following commitments.

HEALTH & SAFETY COMMITMENTS	
We understand our risks	We understand the risks associated with our offering and have implemented appropriate mechanisms to manage these
General Commitment	Consideration for the health and safety of all employees, contractors, clients and the general public is at the core of all our business decisions
Senior Commitment	Health and safety responsibility has been assigned to a Senior Manager within the business
We comply with the Law	Our company will comply with all national and local legislative requirements and we have health and safety arrangements in place which are communicated to all relevant stakeholders (e.g. employees, sub-contractors, clients and so on.)
We comply with industry guidance	Our company will comply with standards and codes specific to our industry
We assess & understand our risks	All on site operational risks are assessed prior to work starting and control measures are agreed, implemented and maintained.
We are trained & competent	All direct and indirect employees are sufficiently trained and competent. Appropriate training and advice is provided to allow them to work in an environment in which risks have been reduced as far as is reasonably practicable.
Sub-contracting	We will not sub-contract any work further down the supply chain without the written approval from Principle, as we understand that this introduces additional risk. We shall evaluate our suppliers prior to any order being placed to ensure they have appropriate health and safety arrangements in place to enable them to deliver a service which is safe and without risk to health
Management of Sub-contractors	Following approval to use sub-contractors, we fully understand the additional controls that need to be implemented. We will liaise with Principle to provide assurance that safe systems of work are in place and required inspections are carried out to demonstrate suitable management of sub-contractors
We will do everything we can to prevent accidents and incidents	Adequate steps shall be taken to prevent accidents and incidents by minimising and controlling, where reasonably practicable, the causes of hazards in the working environment. This applies to both company premises and any other site where we are carrying out work

*A copy of Principle Policy Statement can be found in the 'Way We Work' section of the 360 portal under the heading of 'Help'

HEALTH & SAFETY COMMITMENTS

We will 'Speak Up'	Where hazards or unsafe practices are observed, we will 'Speak Up' and report them to the 'person in charge'
We work safely at height	We recognise the risks associated with working at height and we ensure that safe systems of work are in place to prevent falls from height and falling materials from height
We work safely with electrics	All wiring of electrical components is carried out by electricians qualified to national standards and regulations.
All required permits will be in place	All permits required for hazardous activities will be in place
We will keep records	Appropriate health and safety records will be maintained e.g. training, monitoring, accident information and so on
We believe that everyone has the right to work in a safe environment	Access to clean toilet facilities, drinking water and, if applicable, safe food storage facilities shall be provided. The working environment shall be safe and hygienic
We fully support audit and inspection	We agree to periodic audits and inspections as we understand the importance of working together to identify areas that require improvement. Only by reviewing our performance and sharing information can we continue to improve and share best practice.
We will treat health like safety	We understand the importance of having healthy employees and will support Principle to successfully deliver their health targets during 2018 / 2019.
We will promote a positive culture	We will promote a positive health and safety culture which will be led from the top of our company. We have a no blame culture in place and everyone is encouraged to be open and honest about health and safety. We will support Principle by adopting cultural initiatives that may be relevant to our work for you

We accept and agree to work to this charter and we will communicate it to our employees

Name	
Signed	
Position	
Date	