

Health & Safety

Policy Statement



Commitment



“Our vision is to achieve ZERO injuries and to prevent occupational ill-health.”

This is underpinned by a fundamental belief that all workplace injuries and instances of occupational ill-health are preventable, and that good health and safety management makes good business sense. We will not carry out work activities unless we can do them safely. The Operational Boards of JN Bentley Ltd (JNB), Mott MacDonald Bentley Ltd (MMB) and JBA Bentley Ltd (JBAB) accept the moral and legal responsibility for the occupational health and safety (OHS) of employees and the safety and health of other parties who may be directly affected by the company’s operations. The company regards the promotion of health and safety measures as a mutual objective for management and employees at all levels.

To support this statement, in 2020/21 JNB, MMB and JBAB will:

- Successfully transition our third-party accreditation from OHSAS 18001:2007 to the ISO 45001:2015 standard certification;
- Promote positive behavioural and cultural change;
- Provide opportunities for all employees to communicate with senior managers to identify and deliver improvement;
- Respond effectively to and then learn from – OHS Events and audits;
- Continue to Learn, influence and support the OHS cultural development of our clients and suppliers;
- Determine, evaluate and comply with all legal and other requirements to which the organisations subscribe applicable to OHS opportunities and risks;
- Seek to provide and maintain safe and healthy working conditions, eliminate or control hazards and reduce occupational health and safety risks;
- Monitor and augment information to enable continuing effective response to the Covid-19 pandemic.

Responsibility

QES Executive Group will:

- Monitor compliance with this Occupational Health and Safety Policy and associated elements of the BIMS etc.

Directors will:

- Ensure the outcome of reviews into OHS Events and positive interventions are appropriately communicated to promote best practice;
- Continue to report on the effectiveness of the Health & Safety Strategy and where appropriate make recommendations to the Executive Group for improvement and culture change.

All JNB, MMB and JBA Employees working on JNB, MMB or JBAB projects will:

- Take responsibility for their own health and safety, the health and safety of their colleagues, and that of personnel affected by their undertakings.

Approach

JNB, MMB and JBAB will:

- Create a shift towards positivity and changing perceptions of OHS through positive language and positively influencing our people’s attitude and energy;
- Create positivity towards environmental stewardship through the adoption of recording positive interventions – ‘Made Safe’ and ‘Talk Safe’ - and broaden the range of individuals engaged;
- Normalise the use and understanding of the new language adopted as part of the behavioural and cultural change programme;
- Introduce and reinforce the concept of the four currencies: Alpha State, Habits, Time vs Risk and Personal Risk Perception;
- Promote an interdependent culture through regular impactful ‘TalkAbout’ conversations and mentoring to improve awareness, knowledge, ownership and involvement;
- Use workforce consultation to improve the effectiveness of the risk assessment development and implementation;
- Continue the transition of key data, dashboards and methods of reporting to new electronic platforms to improve efficiency and compliance;
- Establish and focus on the key topics of improvement required, seek out internal and external best practice and innovation examples of and share as appropriate across the company;
- Investigate and as appropriate implement a risk-based approach to monitoring of compliance;
- Monitor competence of site workforce and supervision, both directly employed/agency and subcontract;
- Monitor compliance via periodic site support visits and management audits and review findings at unit and QES Executive Group monthly meetings;
- Seek out internal and external best practice and innovation and share and as appropriate across the company;
- Ensure OHS information is provided for the management review process to help achieve more valuable outcomes;
- Monitor the quality and consistency of OHS Event reviews, to highlight deficiencies and ensure effective and timely outcomes.

Signed on behalf of JNB/MMB/JBAB:


Paul R. Bentley, Managing Director

Date: July 2020