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Workplace Health, Safety & Environment

Group Policy

Document Owner: BSA Group Board of Directors
Document Reference Number: BSA-Group-PL001-Health, Safety & Environment-v2.01
Date: 31/01/2017
Version: 2
Revision: .01

Purpose:

The BSA Group of Companies and its Subsidiaries are committed to protecting the health and safety of all persons within our workplace including employees, contractors and visitors, ensuring that our activities have minimal impact on the environment and that we benefit the greater community through our belief that all incidents (Health, Safety and Environmental) can be prevented. This Policy supports and is supported by the BSA Code of Conduct and is part of the BSA Group Business Process Framework.

Objectives:

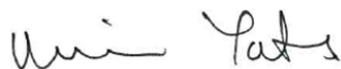
BSA seeks to achieve this purpose through:

- Compliance with all relevant HSE legal and regulatory requirements, Code of Conduct, policies, standards and procedures
- Maintaining an up-to-date knowledge of applicable law (and associated requirements) through documented information gathering, communication and consultation processes
- Promoting a positive culture that is based on HSE leadership and effective consultation and engagement with employees, contractors, business partners and relevant external parties to achieve and improve HSE standards and performance
- All personnel taking reasonable care for their own health and safety and impact on the environment and that of the others around them while complying with all reasonable instructions, requests or actions aimed at providing a healthy, safe and environmentally friendly workplace
- Environmental sustainability as part of our culture in the promotion of energy efficiency, waste reduction and increased recycling where opportunity presents
- Personnel having clearly defined and understood roles and responsibilities for the effective implementation of our HSE policy and management systems
- Establishing and maintaining those external certifications that support the business in delivery of its objectives including HSE
- Applying consistent risk management principles to the identification, assessment and control of hazards and aspects, risks and impacts, work practices and behaviours that could cause incidents, injuries, illness or environmental harm
- Providing appropriate information, training, supervision and resources to assist all personnel in the implementation and maintenance of our HSE management systems, to generate continuous performance improvement and the reduction of hazards and aspects, risks and impacts as far as is reasonably practicable
- Managing and responding in a timely way to reported HSE incidents, near misses and hazardous conditions consistently through early identification, notification, methodical investigation and the sharing of learnings across the BSA Group of companies and subsidiaries
- Reporting of hazards, near misses and incidents
- Encouraging personnel to maintain a healthy balance between work, family and friends
- Informing and educating personnel on the potential impacts of medication, illicit drugs, alcohol, fatigue, stress and other issues relating to their well-being and fitness for work
- Providing confidential employee assistance and counselling services for the benefit of all employees
- Measuring, monitoring and auditing for continual improvement the effectiveness of our HSE management systems through the use of leading and lagging indicators, audit and governance processes
- Reporting publicly and annually on HSE performance, against measurable objectives and targets.

Application:

This Policy applies to all BSA operations and covers all our activities and services. The management teams have the accountability to understand and bring it to life.

The policy is owned by the Board and enacted through the Managing Director and will be reviewed biannually and/or updated as required due to changes in the business, its leadership or due to changes in legislation and/or regulation.



Nicholas Yates

Managing Director and Chief Executive Officer - BSA Limited – 31st January 2017

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