**Policy Statement**

The health, safety and wellbeing of our staff and customers along with others who may be affected by our activities along with minimising our impact on the environment are part of our Company’s core values.

The CEO has overall responsibility for occupational health, safety and wellbeing within Smart Solutions (Recruitment) Ltd but the implementation of this policy across the business will be delegated to individual managing directors, line managers and employees.

Smart Solutions (Recruitment) Ltd is committed to providing and ensuring a safe working environment, so far as is reasonably practicable, and will endeavour to provide and maintain sufficient resources in order to achieve this objective.

The key focus areas of our approach will be:

* Identification and compliance with all current and future H&S legislation.
* Assessment and management of risk ‘so far as is reasonably practicable’.
* Development of suitable and sufficient policies, procedures and working practices.
* Ensuring that H&S and wellbeing is an integral part of management responsibility.
* Provision and maintenance of equipment and materials which are safe and free from risk.
* Investigation of H&S incidents with a view to making recommendations to prevent a recurrence.
* Consultation and communication on H&S matters
* Training of staff to ensure a good working knowledge of current standards and procedures.
* Regular review and audit of our undertakings to help us define improvements to our systems of work

The co-operation and commitment of each and every employee is essential in order to establish and maintain effective H&S standards. We all have a legal and moral obligation to take reasonable care of ourselves and to ensure that our acts or omissions do not endanger others.

Individuals will be expected to demonstrate their own personal commitment by:

* Co-operating with the requirements of Company’s policies and highlighting any deficiencies in the arrangements.
* Following working procedures and ensuring that those they have responsibility for do likewise.
* Demonstrating a positive and proactive approach to H&S and wellbeing and helping to promote it in others.
* Looking for opportunities to improve and maintain performance.

Each employee is responsible for his/her adherence to the principles of the Company’s OHWSE Policy.

The Company will monitor the effectiveness of this policy and its general compliance within the organisation.

**Robert J. Webb**

**CEO**