



This policy covers all areas GSS work in (e.g. GSS Head office, sites across the UK), when completing HV Substation design, project management, commissioning services and site management and installation.

GSS demonstrate sound Safety, Health, Environmental and Quality commitment to our employees and Clients through our UKAS accredited management system which is integrated to ISO9001, ISO14001 ISO45001 & ISO27001.

The objective of this Health & Safety Policy is to achieve “zero Injuries”. GSS are committed to ensuring safety management is of paramount importance in all its operations. Below we outline key safety aims and objectives and furthermore specify the approach to be taken by the Company.

It is our policy to comply with all Health and Safety Legislation, Acts, Regulations, Code of Practice and other guidance. We will endeavour to provide a safe and healthy environment including, premises, equipment and systems of work that are as far as is reasonably practicable, safe and without risks to health.

Our statement of general policy is:-

- To provide adequate control of risks arising from our work activities
- To consult with our employees on matters affecting their health and safety
- To provide and maintain safe plant and equipment
- To ensure safe handling and use of substances
- To provide information, instruction and supervision for employees
- To ensure all employees are competent and are given adequate training
- To prevent accidents and cases of work-related ill health
- Continual improvement in OH&S management and OH&S performance
- Setting and reviewing OH&S objectives

All employees must:-

- Co-operate with supervisors and managers on health and safety matters;
- Not interfere with anything provided to safeguard their health and safety;
- Take reasonable care of the own health and safety
- Report all health and safety concerns to the responsible person

Overall accountability and responsibility for health and safety within the company is the Managing Director. Day-to-day responsibility for ensuring this policy is implemented is the SHEQ Manager along with Project Managers, Supervisors, and all heads of departments.

A copy of our Safety Statement is displayed on site and in the office and is available to all employees and Sub-Contractors.

Risk assessments	Will be undertaken, actions to remove/control risks implemented, monitored and reviewed annually or in the event of any significant change. It is the responsibility of SHEQ Manager to ensure that all risk assessments have been completed and controls are adequate. Training, information, instruction and supervision will be provided to all employees.
Safe plant and equipment	All plant and equipment requiring maintenance will be identified, maintenance completed and new/second hand plant and equipment will meet health and safety standards prior to purchase.
Safe handling and use of substances	The risks from all substances hazardous to health under the Control of Substances Hazardous to Health Regulations
Information, instruction and supervision	The Health and Safety Law poster is displayed throughout the company. The health and safety committee will meet regularly to discuss issues, concerns, and trends and minutes forwarded to all employees. Supervision of young



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	workers/trainees will be arranged, undertaken and monitored. All employees working at site locations will be given relevant health and safety information.
Competency for tasks and training	All employees will be given health and safety induction training on their first day of work. This will cover basics such as first aid and fire safety, but there will also be job-specific training. If risks change, further training will be provided. Refresher training will be provided when skills are not frequently used. All training is recorded and GSS reinductions are carried out annually.
Accidents, first aid and work-related ill health	COSHH assessments will identify if and where specialist health surveillance is needed. A first aid box is kept on all premises/sites. There will be appointed first aiders within the office and on site. All accidents and cases of work-related ill health are recorded on the GSS accident form and logged on the GSS database. The Director is responsible for reporting accidents, diseases and dangerous occurrences to the enforcing authority.
Monitoring	The company monitors health and safety actively by carrying out inspections, checking working conditions and ensuring safe working practices are followed. The company also monitors reactively by investigating accidents, work-related causes of sickness absences and acting on findings to prevent a recurrence.
Emergency Procedures – Fire & Evacuation	Emergency procedures are displayed throughout offices and sites. Escape routes are checked during regular inspections. The fire alarm is checked periodically and the emergency evacuation procedure is tested annually as a minimum.

Signed:		Position:	Director	Date:	7.1.26
Review Period:	Annually or upon significant change				
Date of Next Review:	7.1.27				