



HEALTH & SAFETY POLICY

Date of Publication: 1st May 2026

COMPANY: Styles Façade Solutions (the trading name of Heritage Building Conservation Ltd)

ORIGINAL ISSUE DATE: 1st May 2026

REVIEW FREQUENCY: Annual

NEXT REVIEW DATE: May 2027

APPROVED BY: Managing Director

POLICY OWNER: Health and Safety Manager

VERSION	DATE	DESCRIPTION OF CHANGE	AUTHOR
01.00	1 st May 2026	Initial Issue	H&S Manager

SCOPE OF POLICY

This Health and Safety Policy applies to all activities undertaken by Heritage Building Conservation Limited trading as Thomann-Hanry, including work carried out at company premises and at client locations throughout the United Kingdom.

The policy applies to:

- All employees of the Company
- Directors and managers
- Temporary workers and agency staff
- Contractors and subcontractors working under the Company's control
- Visitors to workplaces or sites under the Company's management

The Company undertakes construction, maintenance and façade conservation works and will comply with the requirements of the Construction (Design and Management) Regulations 2015, where applicable.

The arrangements described within this policy apply to all work activities undertaken by the Company, including but not limited to:

- Façade conservation and restoration works
- High-level building inspection and survey works
- External building cleaning and maintenance
- Work carried out using Mobile Elevating Work Platforms (MEWPs), scaffold towers and other access equipment
- Construction, maintenance and repair works undertaken within the scope of the Construction (Design and Management) Regulations 2015

The policy also applies to activities carried out in locations where members of the public may be present, including works undertaken on or adjacent to public highways, busy streets, commercial premises and occupied buildings.

All employees, contractors and others working under the Company's control are required to comply with the requirements of this policy and any site-specific procedures, risk assessments and method statements (RAMS) implemented to ensure health and safety is maintained.

This policy is communicated to all employees and is made available to clients, contractors and other interested parties upon request.

PART 1 – STATEMENT OF INTENT

This statement is issued in accordance with Section 2 of the Health and Safety at Work etc. Act 1974 and confirms the commitment of Heritage Building Conservation Limited trading as Thomann-Hanry ("the Company") to ensuring, so far as is reasonably practicable, the health, safety and welfare of all employees and other persons who may be affected by our activities.

It is the policy of the Company to ensure, so far as is reasonably practicable, the health, safety, welfare and wellbeing of all employees while at work, and of all other persons who may be affected by our activities, including clients, contractors, visitors and members of the public.

The Company recognises that effective health and safety management is achieved through a structured system of policy, organisation and arrangements, supported by strong leadership and active workforce involvement. Senior management is fully committed to the continual improvement of health and safety performance and will ensure that the Company's management systems are monitored, reviewed and updated where necessary to maintain high standards of health and safety management.

LEADERSHIP AND ACCOUNTABILITY

The Managing Director has overall accountability for health and safety and is responsible for ensuring that this policy is implemented, resourced and maintained. Senior managers and supervisors are responsible for ensuring that this policy is applied within their areas of control and that safe systems of work are established, communicated and enforced.

The Company will allocate adequate financial, human and physical resources to ensure that health and safety requirements are met and that risks are effectively managed.

LEGAL COMPLIANCE AND RISK MANAGEMENT

The Company is committed to complying with all applicable health and safety legislation, including but not limited to:

- Health and Safety at Work etc. Act 1974
- Construction (Design and Management) Regulations 2015
- Management of Health and Safety at Work Regulations 1999
- Provision and Use of Work Equipment Regulations 1998
- Work at Height Regulations 2005
- Control of Substances Hazardous to Health Regulations 2002
- Manual Handling Operations Regulations 1992
- Personal Protective Equipment at Work Regulations 2022

All legislation is regarded as the minimum standard, and the Company expects all levels of management to achieve operational objectives without compromising health and safety.

A systematic approach will be taken to:

- Identify hazards
- Assess risks
- Implement suitable and sufficient control measures
- Communicate safe systems of work

The Company will provide, so far as is reasonably practicable:

- Safe places of work
- Safe systems of work
- Safe plant, equipment and machinery
- Safe handling and use of substances
- Suitable personal protective equipment
- Appropriate information, instruction, training and supervision

EMPLOYEE RESPONSIBILITIES AND CONSULTATION

All employees have duties under the Health and Safety at Work etc. Act 1974 to:

- Take reasonable care of their own health and safety
- Not endanger others by their acts or omissions
- Co-operate with the Company to enable compliance with legal duties and this policy

The Company is committed to ongoing consultation with employees and their representatives in accordance with the Health and Safety (Consultation with Employees) Regulations 1996, to encourage participation, feedback and continual improvement.

MONITORING AND REVIEW

This policy will be:

- Communicated to all employees and persons working under the Company's control
- Made available to clients, contractors and other interested parties upon request
- Reviewed at least annually, or sooner if there are significant changes to legislation, working practices or following incidents

The Managing Director accepts overall responsibility for ensuring this policy is implemented and maintained throughout the Company.



Mr. M Styles
Managing Director
1st May 2026

PART 2 – ORGANISATION

2.1 Overall Responsibility

The Managing Director has overall accountability for health and safety within the Company and is responsible for:

- Ensuring compliance with statutory requirements
- Providing adequate resources
- Approving and reviewing this policy
- Ensuring effective monitoring of health and safety performance

2.2 Health and Safety Manager

The Health and Safety Manager is appointed as the Company's competent person in accordance with Regulation 7 of the Management of Health and Safety at Work Regulations 1999.

Responsibilities include:

- Developing and maintaining the health and safety management system
- Advising directors and managers on legal compliance
- Reviewing RAMS and COSHH assessments
- Conducting inspections and audits
- Investigating accidents, incidents and near misses
- Liaising with enforcing authorities and clients

2.3 Directors and Senior Managers

Directors and senior managers are responsible for:

- Implementing this policy within their areas of control
- Ensuring suitable and sufficient risk assessments are prepared
- Ensuring safe systems of work are followed
- Monitoring standards through site visits
- Taking corrective action where required

2.4 Supervisors and Site Managers

Supervisors and site managers are responsible for:

- Day-to-day implementation of safe systems of work
- Delivering inductions and toolbox talks
- Ensuring PPE is worn as required
- Ensuring plant and equipment is inspected before use
- Stopping work where unsafe conditions exist

2.5 Employees

All employees must:

- Take reasonable care of themselves and others
- Follow training and site rules
- Use equipment and PPE correctly
- Report hazards, defects, accidents and near misses
- Co-operate with management

Failure to comply may result in disciplinary action.

2.6 Contractors and Subcontractors

All contractors engaged by the Company must:

- Provide suitable RAMS
- Demonstrate competence
- Comply with this policy and site rules
- Co-operate with Company management

PART 3 – ARRANGEMENTS

3.1 Risk Assessment

The Company will:

- Carry out suitable and sufficient risk assessments
- Develop task-specific RAMS
- Review assessments when work activities change

3.2 Safe Systems of Work

Work activities will be planned and carried out in accordance with documented safe systems of work.

3.3 Duties as a Contractor under CDM 2015

Where the Company undertakes work as a contractor, it will comply with the duties placed upon it by the Construction (Design and Management) Regulations 2015.

The Company will:

- Plan, manage and monitor its work so that it is carried out safely and without risk to health
- Ensure workers are competent, trained and appropriately supervised
- Comply with directions and site rules established by the Principal Contractor
- Prepare and implement suitable and sufficient Risk Assessments and Method Statements (RAMS)
- Ensure plant, equipment and materials are suitable and properly maintained
- Cooperate and coordinate with other contractors and duty holders
- Provide appropriate information, instruction, training and supervision to employees

Workers will be consulted on matters affecting their health and safety and encouraged to report hazards and unsafe conditions.

3.4 Duties as Principal Contractor under CDM 2015

Where the Company is appointed as Principal Contractor, it will fulfil its duties under Regulation 13 of the Construction (Design and Management) Regulations 2015.

The Company will:

- Plan, manage and monitor the construction phase of the project
- Prepare and maintain a Construction Phase Plan
- Coordinate contractors to ensure work is carried out safely
- Ensure suitable site inductions are provided
- Establish and enforce site rules and safe working procedures
- Ensure suitable welfare facilities are provided and maintained
- Coordinate activities to prevent risks arising from simultaneous operations

- Ensure suitable emergency arrangements are in place
- Liaise with the Principal Designer and Client regarding health and safety matters

The Principal Contractor will take reasonable steps to ensure all contractors comply with site safety requirements.

3.5 Training and Competence

The Company will ensure that:

- Employees receive induction training
- Task-specific training is provided
- Competence is verified (e.g. CSCS, PASMA, IPAF, First Aid)
- Refresher training is undertaken where required

3.6 Manual Handling

The Company recognises that manual handling operations may present a risk of injury, particularly musculoskeletal disorders.

In accordance with the Manual Handling Operations Regulations 1992, the Company will:

- Avoid manual handling where reasonably practicable
- Assess manual handling tasks that cannot be avoided
- Reduce the risk of injury through appropriate control measures

Control measures may include:

- Use of mechanical lifting aids
- Team lifting where appropriate
- Reducing load weight or size
- Improving handling techniques
- Providing manual handling training

Employees must follow safe handling practices and report any manual handling concerns to their supervisor.

3.7 Work at Height

All work at height will be:

- Properly planned and supervised
- Carried out using suitable access equipment (e.g. MEWPs, scaffold towers)
- Subject to inspection and pre-use checks

Rescue arrangements will be in place where required.

3.8 Plant and Equipment (PUWER)

The Company will ensure that:

- Equipment is suitable for intended use
- Pre-use inspections are completed
- Maintenance and inspection records are kept
- Defective equipment is removed from service

3.9 Lifting Operations (LOLER)

Where lifting equipment is used:

- Thorough examinations will be completed
- Operators will be trained and authorised
- Exclusion zones will be established

3.10 Hazardous Substances (COSHH)

The Company will:

- Assess substances prior to use
- Implement control measures
- Provide appropriate PPE and RPE
- Ensure correct storage and disposal

3.11 PPE

PPE will be:

- Provided free of charge where required
- Suitable for the task
- Maintained and replaced as necessary

Mandatory site PPE requirements will be enforced.

3.12 Welfare Facilities

The Company will ensure suitable welfare facilities are provided in accordance with Schedule 2 of the Construction (Design and Management) Regulations 2015.

Welfare facilities will include, where reasonably practicable:

- Adequate toilet and washing facilities
- Supply of drinking water
- Facilities for rest and taking meals
- Facilities for changing and storing clothing where necessary
- Suitable heating, lighting and ventilation where applicable

Where welfare facilities are provided by the Principal Contractor or client, employees will be informed of their location during site induction.

Where the Company is responsible for welfare provision, suitable facilities will be established prior to the commencement of work.

3.13 First Aid

The Company will ensure suitable arrangements are in place to provide first aid in accordance with the Health and Safety (First Aid) Regulations 1981.

This will include:

- Provision of adequately stocked first aid kits
- Appointment of trained First Aiders or Appointed Persons
- Assessment of first aid requirements based on the nature of work and number of workers
- Informing employees of first aid arrangements during site induction

Where work takes place on construction sites, first aid arrangements will be coordinated with the Principal Contractor to ensure adequate coverage across the site.

All injuries, accidents and near misses must be reported in accordance with Company reporting procedures.

3.14 Accident and Incident Reporting

All accidents, incidents and near misses must be reported immediately.

The Company will:

- Investigate to identify root causes
- Implement corrective actions
- Report under RIDDOR where applicable

3.15 Consultation with Employees

The Company will consult employees in accordance with the Health and Safety (Consultation with Employees) Regulations 1996 through:

- Toolbox talks
- Safety briefings
- Direct engagement

3.16 Emergency Procedures

Emergency arrangements will be established for:

- Fire
- Medical emergencies
- Work at height rescue
- Environmental incidents

Employees will be informed of site-specific procedures during induction.

3.17 Monitoring and Review

Health and safety performance will be monitored through:

- Site inspections
- Audits
- Incident trend analysis
- Management review meetings

This policy will be reviewed annually or following significant change.



Mr. M Styles
Managing Director
1st May 2026