

health and safety policy

As people who care, EMCOR UK strive to protect its employees, supply chain partners, customers, and those whom we interact with by ensuring activities are completed safely as we aspire to zero harm. This policy is written in accordance with the UK Health & Safety at Work Act 1974 and associated legislation, guidance and approved codes of practice and applies to all EMCOR UK sites.



People who care

We care about people first; every life we touch; our customers, supply chain partners, our EMCOR UK colleagues and all the communities with whom we work.

Safe and secure

We never compromise on safety or security. Whether physical safety, mental wellbeing, personal, commercial, or cyber-security, we are focused on creating the most safe and secure environments, teams, experiences and outcomes.

Together as one

Collaboration is at the centre of our culture, shaping how we work in our company, with all our partners and our customers.

Active and Ambitious

Creating a sustainable and successful business is a constant process. We act with energy and ambition today, evolving and responding to address our customers' needs.

leadership

The Chief Executive Officer has statutory responsibility for the overall health and safety policy and arrangements. The Executive Director, Wellbeing Sustainability & Assurance (WSA), has discharged responsibility for ensuring policy formulation and development, and that it is implemented and applied throughout the organisation by the Executive Leadership, Operational Leadership (OLT) and WSA Teams. This policy provides a framework for the context of the organisation's specific occupational health and safety risks and opportunities.

competence

active and ambitious

As an active and ambitious organisation, we will ensure that adequate training, resources, and time are available to carry out the policy and monitor its implementation. Compliance with legal requirements is considered as a minimum level to be achieved.

This policy is implemented by active cooperation of all the Company's employees through the process of hazard identification, risk evaluation and control. Effective implementation of this policy will contribute to improved business performance by the setting and reviewing of occupational health and safety objectives: which are set against improving safety performance and include consultation and participation of employees.

health and wellbeing

six ways to wellbeing

Our whole person approach to safety gives parity to physical and psychological safety in the workplace. As people who care, our wellbeing aim is to generate awareness, self-management, and line manager support to embed a preventative risk-based approach to workplace health and safety whilst encouraging proactive wellbeing through EMCOR UK's 6 ways. We protect our employees from short-term and long-term occupational health conditions working in partnership with our occupational health provider. We provide the infrastructure, policies and wellbeing interventions that create a psychologically safe environment where everyone can bring their true and whole selves to work.

consultation

together as one

In support of our together as one value, EMCOR UK consults with and actively encourages participation of employees in the continual improvement of our occupational health and Occupational Health & Safety (OH&S) management system through the Health, Safety & Wellbeing forum, and site-based Culture Group meetings enabling a culture of continuous improvement throughout EMCOR UK.

communication

Regular communications are issued within and beyond the organisation using a variety of media including the monthly Community of Practice as part of an effective communication strategy. This is designed to encourage active participation in communicating learning outcomes, sharing alerts, and improving health and safety culture with the details outlined in the arrangements section of this policy.

zero incidents

a just culture

EMCOR UK operate a just culture and will implement and improve systems to eliminate, reduce and provide safe and healthy work conditions. This is achieved through investigation and data analysis, targeting the prevention of work-related injury and ill health incidents specific to the occupational health and safety risks within EMCOR UK. Employees are actively encouraged to participate in safety observation reporting, which is used to drive improvement and provide insight into areas of risk management which in turn is communicated back throughout the organisation, customer environments and supply chain.

our people

People are the key resource within our organisation and through their commitment to our policy document 'HS&E arrangements and outline procedures for carrying out Company policy' (PY-EMCOR-HSE-ARR), our employees play an important role in ensuring safe places and safe systems of work.

identification of risk

continual improvement

Continuous improvement in risk identification is driven by our enterprise approach to risk assessments, assurance audit processes, inspections, data analysis and incident investigation. The outcomes of these reviews are presented to the senior management for discussion, who then appoint competent persons to assist in the implementation of this policy and where specialist expertise is required.

distribution of policy documents

This policy statement is communicated to all employees and available for reference on our Integrated Management System and company noticeboards. The policy is reviewed every twelve months, or when changes are required due to new legislation or a change in business activities or perceived risks dictates the need for a revision. All such revisions will be further communicated to all employees.



April 2022

Keith Chanter

Chief Executive Officer

