

HEALTH AND SAFETY POLICY

This is the health and safety policy statement of: **MVR Rivermount Construction Ltd**

1. Health and safety policy statement

MVR Rivermount Construction Ltd is committed to ensuring the health, safety, and welfare of all employees, subcontractors, visitors, and others who may be affected by our construction activities. Our Health & Safety Manual complies with:

- The Health and Safety at Work Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Construction (Design and Management) Regulations 2015 (CDM 2015)
- Other relevant legislation and Approved Codes of Practice (ACoPs)

We operate under a proactive safety management system that integrates risk prevention, worker engagement, and continual improvement.

1.1 Our health and safety policy is to:

- Prevent accidents and cases of work-related ill health
- Manage health and safety risks in our workplace
- Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work
- Provide personal protective equipment
- Consult with our employees on matters affecting their health and safety
- Provide and maintain safe plant and equipment
- Ensure safe handling and use of substances
- Maintain safe and healthy working conditions
- Implement emergency procedures, including evacuation in case of fire or other significant incident
- Review and revise this policy regularly

Approved By

Madankumar Yeligar
Director
MVR Rivermount Construction Ltd

2. Organisation and Responsibilities

Director and Senior Management:

- Lead by example, demonstrating visible commitment to health and safety.
- Develop, implement, and review health and safety policies and procedures.
- Allocate sufficient resources, including personnel, time, and finances, to maintain a safe working environment.
- Regularly review performance data and act on lessons learned from incidents, near misses, and audits.

Managers and Supervisors:

- Ensure all staff and visitors are aware of health and safety arrangements.
- Carry out risk assessments and implement suitable control measures.
- Investigate incidents and take corrective actions.

Employees, Contractors, and Subcontractors:

- Promote a culture where health and safety are prioritised in all decision-making.
- Take reasonable care for their own health and safety and that of others who may be affected.
- Follow all health and safety instructions, procedures, and guidance.
- Use equipment and PPE correctly and report any defects promptly.
- Report unsafe conditions, hazards, or incidents without fear of reprisal.

3. Health & Safety Arrangements and Procedures

3.1 Risk Assessment and Method Statements (RAMS)

We conduct a systematic risk assessment before each project begins. Our RAMS are:

- Tailored to each project and task
- Developed in consultation with operatives and subcontractors
- Reviewed regularly or when changes occur

Control measures are implemented based on the hierarchy of control:

- Eliminate
- Substitute
- Engineering Controls
- Administrative Controls
- PPE (as last resort)

All workers are briefed on RAMS during induction and toolbox talks.

3.2 Site Induction and Training

- All personnel must complete a site-specific induction before starting work.

- Induction covers: site rules, emergency procedures, welfare facilities, PPE requirements, and key contacts.
- Workers must sign an Induction Register confirming completion.

Ongoing training includes regular toolbox talks, refresher sessions for plant and equipment, and role-specific training (e.g., Working at Height, COSHH, Manual Handling). All training is logged and maintained by the site manager or H&S coordinator. Subcontractors are required to confirm their workers are properly trained and inducted.

3.3 Welfare Provisions

In accordance with Schedule 2 of CDM 2015, we ensure welfare facilities include:

- Toilets with hot/cold running water
- Washing facilities
- Drinking water
- Rest area with heating and seating
- First aid equipment and station

Facilities are provided from day one and maintained throughout the project lifecycle.

3.4 Hazardous Substances (COSHH)

MVR Rivermount Construction Ltd ensures safe handling, use, and control of hazardous substances across all sites, in accordance with the Control of Substances Hazardous to Health (COSHH) Regulations 2002.

The following arrangements are in place:

- COSHH assessments are completed and reviewed annually.
- Safety Data Sheets (SDS) are available on site.
- PPE is provided and used as required.
- Substances stored securely in designated areas.

3.5 Accident Recording & Investigation

We ensure safe handling, use, and control of hazardous substances across all sites, in accordance with the Control of Substances Hazardous to Health (COSHH) Regulations 2002. The following arrangements are in place:

- COSHH assessments are completed and reviewed annually.
- Safety Data Sheets (SDS) are available on site.
- PPE is provided and used as required.
- Substances stored securely in designated areas.

3.6 Contractor Management and Control

We are maintaining strict controls over the appointment and supervision of subcontractors to ensure alignment with our health and safety standards:

- Subcontractors are assessed for competence, qualifications, and previous safety performance.
- Required documentation includes insurance certificates, RAMS, training records, and relevant accreditations.
- All subcontractors must undergo a site-specific induction prior to starting work.
- Compliance with our H&S procedures is monitored through routine site inspections and supervisor oversight.
- Non-compliance is addressed through a formal process, including corrective actions or removal from site.
- Subcontractor performance is reviewed post-project to inform future engagements.

3.7 Monitoring, Review and Improvement

MVR Rivermount Construction Ltd is committed to the ongoing improvement of its health and safety performance. We actively monitor site activities, review safety practices, and take feedback from staff and subcontractors to enhance our systems.

- Weekly site checks are conducted by supervisors to ensure compliance.
- Incident data and near-miss trends are reviewed monthly.
- Toolbox talks and safety briefings are updated based on lessons learned.
- The effectiveness of H&S procedures is reviewed annually or following any serious incident.
- Improvements are implemented and communicated to all relevant personnel.

3.8 Safe Use of Plant and Equipment

We takes all reasonable steps to ensure that plant and equipment used across its projects is safe, properly maintained, and only operated by competent personnel. Our arrangements align with PUWER and LOLER regulations to minimise risks related to machinery use.

- Equipment is selected for suitability and CE/UKCA compliance.
- Operators must be trained and authorised (e.g., CPCS).
- Pre-use checks and scheduled maintenance are carried out.
- Defective equipment is tagged and taken out of service.

3.9 First Aid

MVR Rivermount Construction Ltd ensures that effective first aid arrangements are in place at all times to deal with injuries or medical emergencies. This is critical to minimising harm and ensuring rapid response on construction sites. The company complies with the Health and Safety (First-Aid) Regulations 1981.

- First aid kits are available on each site and regularly checked.
- At least one qualified First Aider present on every project.
- Emergency contacts displayed on notice boards.
- First Aid Needs Assessments are carried out based on site size, nature of work, and workforce numbers.
- All treatments and interventions are recorded in a First Aid Treatment Log.
- First aid signage is clearly displayed to indicate kit locations and emergency procedures.
- Emergency services access and contact instructions are visibly posted on site.

3.10 Manual Handling

MVR Rivermount Construction Ltd recognises the risk of injury associated with manual handling and is committed to reducing these risks through training, planning, and the use of appropriate equipment. The following measures are in place:

- Manual handling risks assessed as part of site-specific RAMS.
- Mechanical aids such as trolleys, lifting gear, and hoists are used where practicable.
- Staff are trained during induction on proper lifting techniques and posture.
- Regular toolbox talks reinforce safe manual handling practices.
- Team lifting is implemented for heavy or awkward loads with a designated lead.
- Workstations and material storage are arranged to minimise unnecessary bending or reaching.
- Manual handling incidents are reviewed and lessons shared with the workforce.

3.11 Fire & Emergency Procedures

This Procedure recognises the importance of effective fire safety and emergency response measures to protect life, property, and business continuity. All sites implement the following procedures in accordance with the Regulatory Reform (Fire Safety) Order 2005:

- Fire risk assessments completed and reviewed regularly.
- Fire extinguishers provided, maintained, and inspected at suitable locations.
- Emergency exits clearly marked and kept unobstructed at all times.
- Fire evacuation plans are displayed and communicated during induction.
- Fire drills are conducted periodically on long-term or multi-phase projects.
- Fire marshals are appointed where appropriate to assist with emergency evacuation.
- Hot works permits issued and controlled for any high-risk activities.

3.12 Asbestos Management

MVR Rivermount Construction Ltd takes all necessary precautions when working on buildings that may contain asbestos. We follow the Control of Asbestos Regulations 2012 and ensure no one is exposed to harmful asbestos fibres during our operations. Our arrangements include:

- Refurbishment and Demolition (R&D) surveys are obtained before any intrusive work begins.
- No work is carried out on Asbestos-Containing Materials (ACMs) unless conducted by appropriately licensed contractors.
- An asbestos register is maintained and referenced where required.
- Operatives are briefed on the presence of asbestos during site induction.
- Any accidental disturbance of suspected ACMs results in immediate work stoppage and reporting.
- Emergency procedures for asbestos exposure are in place and communicated to all site staff.

4. CDM 2015 Contractor Duties – Our Arrangements

MVR Rivermount Construction Ltd fully complies with the Construction (Design and Management) Regulations 2015 by:

- Ensuring we, and anyone we appoint, have the necessary skills, knowledge, experience, and organisational capability to carry out construction work safely.
- Planning, managing, and monitoring all our work to control risks to workers, clients, the public, and others affected.
- Confirming that the client is aware of their duties under CDM 2015 before work begins.
- Providing site-specific inductions, appropriate supervision, and instructions to everyone under our control.
- Preventing unauthorised access to our work areas and ensuring welfare facilities are available from day one.

When working on multi-contractor projects, we:

- Coordinate our work with others
- Follow directions from the Principal Contractor and Principal Designer
- Comply with the Construction Phase Plan relevant to our tasks.

Where we are the only contractor, we take full responsibility for developing the Construction Phase Plan and may assume the client's duties on domestic projects as required by law.

Approved By

Madankumar Yeligar
Director
MVR Rivermount Construction Ltd