



## Health & Safety Policy Statement of Cubic FM Ltd.

Cubic FM LTD recognise the importance of safe working practice and have compiled this Health and Safety Policy in compliance with Section 2(3) of the Health and Safety at Work Etc. Act 1974. In furtherance of our duty, we will so far as be reasonably practicable, comply with the aforementioned Act, all relevant Statutory requirements, Codes of Practice and other applicable legislation to ensure the safety, health and welfare of our employees and others affected by our operations. This will be achieved by: -

- Meeting its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- Ensuring all employees and subcontractors play an active role in the health and safety of the Company by consulting them and providing them with adequate resources, information, instruction, training and supervision to enable them to understand their role and responsibilities within the company in our aim to eliminate the risk of injury and ill health and to help maintain a positive health and safety culture and performance.
- Setting high standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, our clients, visitors and the public and provide adequate resources to comply with statutory requirements. There is a legal duty under The Workplace (Health, Safety and Welfare) Regulations 1992, as amended by The Construction (Design and Management) Regulations (CDM Regulations) to ensure that appropriate and adequate welfare facilities are provided at most workplaces. Requirements include but are not restricted to:

Sanitary conveniences

Washing facilities

Drinking water

Changing rooms and lockers

Rest facilities

- Safeguard employees and others from foreseeable hazards, connected with work activities, processes and working systems
- Conducting a programme of risk assessments and safe methods of working of all workplace activities and providing suitable and sufficient control measures for hazardous activities that cannot be eliminated and making the results of these assessments known to employees in the prescribed manner

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Cubic Fm Ltd | Unit 1 Balls Street, Walsall, West Midlands WS1 2HG | Email: [sales@cubicfm.co.uk](mailto:sales@cubicfm.co.uk) | Office: 01922 279082 | Vat No: 219738970 | Registration No. 07374038 | [www.cubicfm.co.uk](http://www.cubicfm.co.uk) | FIRAS Member Company : CM8128 | Please complete our Quality-of-Service Survey <https://www.surveymonkey.com/r/K2VXJT6>





- Providing suitable plant/machinery, tools and equipment, ensuring working practice surrounding said items is safe and without unnecessary risk to health by, implementing and monitoring an effective programme of maintenance
- Maintaining a safe working environment and safe access/egress to work locations.
- Ensuring that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements

Every employee has a legal and moral duty to co-operate with Cubic FM LTD in meeting their statutory obligations.

Every employee must take all due care to safeguard not only their own health and safety, but also that of other persons that may be affected by their acts or omissions while in the employment of Cubic FM LTD

All employees are advised that it is their duty to use protection devices, personal protective equipment and follow written procedures provided, in the furtherance of safety, health and welfare, and avoid putting others at risk through their reckless actions or malicious intent. Any employee who fails to comply with safety provisions may have their contract of employment terminated.

This Health & Safety Policy will be regularly reviewed/monitored by Cubic FM LTD and amended as required, taking into consideration new legislation and improved/new working practices. These amendments will be brought to the attention of all Employees and subcontractors.

Consultation on matters affecting health and safety will be undertaken with employees to ensure effective methods of working are developed, compatible with the provisions of this policy and the individual capabilities of employees.

Adequate resources will be provided to ensure that suitable provision is made for the effective management of health and safety and to enable compliance with the requirements of legislation so far as is reasonably practicable.

## GENERAL STATEMENT OF INTENT

It is an established Company policy to provide and maintain safe and healthy working conditions, equipment, plant and systems of work for all employees, and to provide sufficient and suitable information, instruction and training.

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The Company also fully accepts and understands its responsibility for the health & safety of other people and third parties who may be affected by our activities.

The company understand their requirements under health and safety legislation and take these requirements seriously.

The company believes that good health and safety management will contribute to the success of the Business and Cubic FM LTD are committed to continual improvement by ongoing review of standards and also are committed to allocate resource, both financial and physical, to enable this improvement.

All employees have the benefit of an actively encouraged open door policy with respect of all health and safety matters and all health and safety matters are communicated to employees at all times.

The particular arrangements, which we will make to implement the policy are set out in the arrangements section.

The policy will be kept up to date as the company develops and business activities change in nature and in size and to include any legislative changes.

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**Approval for this statement/Policy**

This statement was approved by the Board of Directors on 09/01/2025

Bernadette Grainger <i>B. Grainger</i>	Brett Kelly <i>B. Kelly</i>	Todd Kelly <i>T. Kelly</i>	Tara Till <i>T. Till</i>
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Review Date: 09/01/2026

