

Health & Safety Leadership and Engagement

As part of managing the health and safety of our business, Silverstone Green Energy have a responsibility to demonstrate good health and safety leadership and promote safe behaviour. By providing effective engagement, Silverstone Green Energy:

- encourage contribution by ensuring that all employees feel they have a valued voice;
- maximise the positive emotional connection an employee has to their work and their workplace;
- meet our legal duty to protect the health and safety of our employees.
- avoid the distress that accidents and ill health cause;
- avoid the financial costs of accidents and occupational ill health, such as damage to equipment or property, lost productivity and demotivated staff.

The Law

The **Health and Safety (Consultation with Employees) Regulations 1996** requires that employers consult with employees or their representatives regarding:

- the introduction of any measure which may substantially affect their health and safety at work, eg the introduction of new equipment or new systems of work;
- arrangements for getting competent people to help them comply with health and safety laws (someone who has the necessary knowledge, skills and experience to help an employer meet the requirements of health and safety law);
- the information on the risks and dangers arising from the work, measures to reduce or get rid of these risks and what employees should do if they are exposed to a risk;
- the planning and organisation of health and safety training; and
- the health and safety consequences of introducing new technology.

The Arrangements

SGE consult with all personnel on a quarterly basis, in an informal round table format, where Health and Safety is the first item on the agenda. This gives an opportunity to discuss, for both existing and new technologies :

Risk Assessment – task specific and more general risk assessments are agreed between operational and management employees for all areas of the business. It is vital that everyone working under the controls and conditions imposed by these fully understands them.

Training Requirements – competence to undertake the work is a combination of training, experience and skill. Identifying where further training is required, and the form that such training needs to take, ensures that all employees are only assigned work which they can undertake safely.

Concerns – employees are encouraged to raise any concerns they may have relating to the health and safety of themselves or others whilst at work with SGE. We promote a positive no blame culture to encourage full disclosure of the circumstances of any near-miss which may occur, in order that we can discuss openly. The Senior Management play an important role in this by then delivering timely and appropriate improvements to the current arrangements which meet the demands and expectations of the workforce.