

Health & Safety Training Policy

As part of managing the health and safety of our business, Silverstone Green Energy have a responsibility to provide health and safety information and training, in order to:

- ensure that everyone who works here knows how to work safely and without risks to health;
- develop a positive health and safety culture, where safe and healthy working becomes second nature to everyone;
- meet our legal duty to protect the health and safety of our employees.

By providing effective training, Silverstone Green Energy:

- will contribute towards making our employees competent in health and safety;
- can help us avoid the distress that accidents and ill health cause;
- can help us 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 at Work Act 1974** requires Silverstone Green Energy to provide whatever information, instruction, training and supervision is necessary to ensure, so far as is reasonably practicable, the health and safety at work of all of us.

The **Management of Health and Safety at Work Regulations 1999** expand on this to identify situations where health and safety training is particularly important, such as when people first start work, on exposure to new or increased risk, and where existing skills may have become rusty or out of date.

The **Safety Representatives and Safety Committees Regulations 1977** and the **Health and Safety (Consultation with Employees) Regulations 1996** require that SGE consult with employees on health and safety issues, which is why we have our quarterly meetings. These are the ideal opportunities to raise all and any concerns which you may have regarding the health and safety of yourself or any of your colleagues, but please do not limit your feedback to these meetings – SGE Senior Management welcome both positive and negative feedback on where and how we need to improve our working practices to ensure a safe, healthy and pleasant working environment for all.

There are a number of other regulations of particular relevance to us which include specific health and safety training requirements, such as:

- The Electricity at Work Regulations 1989
- The Personal Protective Equipment at Work Regulations 1992
- The Provision and Use of Work Equipment Regulations 1998
- The Lifting Operations and Lifting Equipment Regulations 1998
- The Control of Substances Hazardous to Health Regulations 2002
- The Environment and Safety Information Act 1988
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Work at Height Regulations 2005

- The Health and Safety (First-Aid) Regulations 1981
- The Health and Safety Information for Employees Regulations 1989

Training requirements

Your role within the company will determine the type of Health and Safety training which is appropriate for you.

Senior Management Team – require training to identify hazards and control risks from our working environment, to understand how and where to get help and advice (from our trade bodies, HSE, external consultants), to ensure SGE comply with all of the regulations and requirements for information, instruction, training, supervision and consultation on health and safety issues. SGE recommend completion of IOSH Leading Safely, or equivalent.

Area and Site Managers – need to know what is expected of them in terms of health and safety, and how to deliver this, to understand our Health and Safety Policy and how SGE want health and safety to be managed, as well as how to identify the specific hazards and control the risks in the working environment. SGE recommend completion of Site Management Safety Training Scheme (SMSTS) or Site Supervisors Safety Training Scheme (SSSTS), or equivalents.

Everyone – who works for SGE, including sub-contractors, needs to know how to work safely and without risks to health, they need to know our Health and Safety Policy and our arrangements for implementing it, and how they can raise any health and safety concerns. SGE will conduct a Safety Induction of starting work, and recommend CITB Health and Safety Awareness, First Aid training and Fire Extinguisher Awareness training.

Regular ToolBox talks will be provided throughout your employment in order to ensure that your awareness of the hazards and risks to your safety and health is kept up to date.

All of this training is provided at SGE expense and in company time, although you may be expected to stay away from home should an external course not be available locally.