



## Oxford Engineering Ltd – Health, Safety and Welfare Policy

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### 1. Introduction

Oxford Engineering Ltd is fully committed to protecting the health, safety and welfare of all employees, contractors, visitors, and others who may be affected by our operations. We will manage our activities responsibly and proactively to eliminate hazards, reduce risks, and foster a culture of safety, health, and wellbeing at every level of the business.

We are proud to hold ISO 45001 certification, demonstrating that our Occupational Health & Safety Management System meets the highest international standards.

### Our Commitments

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### 2. Leadership & Accountability

The management team takes a leading role in promoting health, safety, and welfare.

Sufficient resources, training, and time will be provided to ensure safe systems of work.

Senior Management will set clear objectives, monitor progress, and review performance regularly.

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### 3. Risk-Based Approach

Health, Safety and Welfare objectives will be defined using a risk-based methodology that considers the context of our activities, regulatory requirements, and available technical and operational options.

Objectives and targets will be subject to continuous monitoring and a formal review at least annually.

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### 4. Compliance & Standards

We will meet or exceed all applicable statutory requirements, regulations, approved codes of practice, and stakeholder expectations.

Competent advice and expertise will always be available to guide compliance and improvement.

Our ISO 45001 certification confirms our ongoing commitment to maintaining and continually improving a safe and healthy working environment.

## **5. Safe Work Organisation**

We will apply effective administrative and engineering controls, provide appropriate training, and ensure the provision and use of adequate Personal Protective Equipment (PPE).

Work will be organised to prevent incidents, minimise risks, and protect both physical and psychological wellbeing.

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## **6. Innovation & Continuous Improvement**

We will continuously develop our methods, management systems, and technologies to improve safety and reduce accidents.

Where possible, we will adopt innovative tools and approaches that enhance risk reduction and operational resilience.

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## **7. Consultation & Engagement**

We will actively consult and involve employees, subcontractors, and interested parties in health and safety matters.

Open communication channels will be maintained so everyone can raise concerns, report hazards, and suggest improvements without fear of reprisal.

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## **8. Wellbeing & Mental Health**

We recognise that wellbeing includes both physical and mental health.

We will provide support, training, and resources to promote mental health awareness, reduce stress, and encourage a positive work-life balance.

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## **9. Review**

This policy is included in new employee inductions, displayed prominently on the noticeboard, and available on the company website.

The policy will be reviewed annually by Senior Management, or sooner if significant changes in business operations, risks, or legislation occur.

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## **10. Communication**

This policy is:

- Referenced in the Employee Handbook (CP60).
  - Displayed prominently on the Notice board.
  - Published on our website: [www.oxeng.co.uk](http://www.oxeng.co.uk).
  - Available upon request to any bona fide interested party.
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Karim Sekkat  
Managing Director

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