



Document Title	Health and Safety Policy				
Document Number	CFL-HPOL-0061	Issue Number	01	Date Issued	17/03/2026

1. Statement of Intent

Coopers Fire Ltd is committed to ensuring the health, safety, and welfare of all employees, contractors, visitors, and others who may be affected by our activities.

The company operates according to **Zero Harm principles**, recognising that all accidents and work-related ill health are preventable and that no task is so important that the risk of injury to people is justified.

Senior management recognises that effective health and safety management is essential to the sustainable success of the business and is committed to maintaining a safe working environment across all operations including manufacturing, installation, servicing, and office activities.

The company will:

- Comply with all relevant health and safety legislation including the **Health and Safety at Work etc. Act 1974** and associated regulations.
- Maintain and continually improve a health and safety management system aligned with **ISO 45001**.
- Provide safe systems of work, safe equipment, and safe workplaces.
- Identify hazards, assess risks, and implement appropriate control measures.
- Provide information, instruction, training, and supervision necessary for employees to work safely.
- Encourage the reporting of hazards, incidents, and near misses to prevent recurrence.
- Consult with employees on matters affecting their health and safety.
- Monitor and review health and safety performance to drive continual improvement.

The company aims to achieve:

- **Zero Fatalities**
- **Zero RIDDOR-reportable incidents**

- **Zero major accidents**

Adequate resources will be made available to implement this policy and ensure effective health and safety management throughout the organisation.

This policy applies to all Coopers Fire premises and to all activities undertaken by employees working at external locations.

The Managing Director accepts overall responsibility for health and safety within the organisation and will review this policy annually to ensure it remains relevant and effective.

2. Organisation – Responsibilities for Health and Safety

Effective implementation of this policy requires clear responsibilities throughout the organisation.

Managing Director

The Managing Director has overall responsibility for health and safety and will ensure that:

- Health and safety is integrated into business planning and decision making.
- Adequate resources are provided to manage health and safety risks.
- The company maintains compliance with applicable legislation and standards.
- Health and safety performance is regularly reviewed.

Senior Management

Senior managers are responsible for:

- Implementing this policy within their areas of responsibility.
- Ensuring risk assessments and safe systems of work are developed and implemented.
- Ensuring employees receive appropriate training and supervision.
- Monitoring health and safety performance and taking corrective action where required.

HSE Leader will

- Conduct risk assessments and communicate safe systems of work.
- Investigate accidents, incidents, and near misses.

Supervisors and Managers must

- Ensure equipment and workplaces are maintained safely.
- Ensure safe working practices are followed.
- Encourage employee participation in safety initiatives.

Employees

All employees have a legal duty under the **Health and Safety at Work etc. Act 1974** to:

- Take reasonable care of their own health and safety.
- Take reasonable care of others who may be affected by their actions.
- Follow company safety procedures and instructions.
- Use equipment and PPE provided correctly.
- Report hazards, accidents, and near misses.

Employees are informed of these responsibilities through induction and training.

3. Arrangements – Health and Safety Management

To ensure the effective management of health and safety, the company has established the following arrangements.

Risk Management

Hazards arising from company activities are identified through risk assessments and appropriate control measures are implemented to reduce risks to an acceptable level.

Training and Competence

Employees receive appropriate training including:

- Health and safety induction
- Job-specific training
- Equipment training
- Refresher training where necessary

Training records are maintained to demonstrate competence.

Safe Plant and Equipment

The company will ensure that plant, machinery, and equipment are:

- Suitable for the intended use
- Properly maintained and inspected
- Operated by competent personnel

Safe Handling of Substances

Substances hazardous to health will be controlled through appropriate risk assessments and procedures to ensure safe handling, storage, and use.

Incident Reporting and Investigation

All accidents, incidents, and near misses must be reported. Incidents will be investigated to identify root causes and prevent recurrence.

Near Miss Reporting

The company actively promotes the reporting of near misses to help identify potential hazards and prevent future accidents.

Consultation and Communication

The company will consult and involve employees in matters affecting their health and safety through:

- Safety meetings
- Toolbox talks
- Safety briefings
- Employee feedback mechanisms

Monitoring and Continuous Improvement

Health and safety performance will be monitored through:

- Workplace inspections
- Internal audits
- Incident investigations
- Management reviews

Findings will be used to drive continual improvement in the company's health and safety performance.

Policy Review

This policy will be reviewed annually or sooner if there are significant organisational or legislative changes.

Approval

This document has been approved by:

David Cerquella, Managing Director



Issue	Date Issued	Summary of changes	Author	Approved
01	17/03/2026	Initial Issue	SH	DC