

MORLAND UK

Unit 2, Unit 4 and Unit 10

Buttington Cross Enterprise Park

Welshpool

SY21 8SL

Date: 04/07/2023

MORLAND UK OCCUPATIONAL HEALTH AND SAFETY POLICY

The management of Morland UK, woodworking division of Interior Products Group Limited are committed in all areas of the organisation’s operations to the continual improvement of the Occupational Health and Safety Management System by following their legal and moral compliance obligations in accordance to the principles and requirements of ISO 45001:2018.

Morland UK strives to create and maintain a safe working environment in all its operations to benefit all of its employees, contractors and visitors. All levels of the management team are passionate about maintaining a safe and healthy work environment for employees, contractors and visitors, and therefore is committed to:-

- Comply with requirements of the Health & Safety at Work Act 1974 and to any other applicable legislation or requirements and all duties and obligations imposed by these Acts and Regulations affecting the activities of Morland UK.
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformance, undesirable or unsafe situations or any other occupational health & safety issue with an effective remedial system in place to review and rectify these concerns ensuring people feel ‘heard and their issues are taken seriously’.
- Having a risk-based process in place for the identification, classification, prioritising and controlling of hazards and risks and that these risks are communicated throughout the organisation in order to promote hazard awareness and co-operation of all employees, contractors and visitors with risk controls.
- Ensure adequate budgetary provision and resources in time, materials and management in order to achieve our occupational health and safety objectives, as well as compliance with current applicable legislative requirements.
- Arrangements shall be made for the periodic survey of all working practices. Recommendations for improvements and any corrective actions will be implemented as far as is reasonably practicable.
- Provide all employees, contractors and visitors with relevant information, operation controls and regular training on occupational health and safety requirements to enable them to conduct their activities safely.
- Regularly review the safety training needs of our employees and ensure that training is maintained. That competent persons are the only people who will operate machinery,

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equipment, plant, forklifts, MEWPs and other work systems that require competency in order to their works safely.

- Ensure that only competent contractors are approved and used for works undertaken.
- Establish effective arrangements for employer/employee consultation and participation with workers or their elected representatives on matters concerning occupational health and safety.
- Reporting, investigating and learning from accidents and incidents, taking action to reduce and prevent future accidents and incidents.
- Maintain measures designed to prevent accidents and cases of work-related ill health.
 - Morland UK will explain to all employees their duties and responsibilities under the Health and Safety at Work Act 1974 (Section 7 & 8) and the company's responsibility under the Management of Health and Safety at Work Regulations 1999 (Section 12) and any other codes of practice as required. The provision of Supervision to ensure responsibilities awareness and compliance and addressing inappropriate behaviours. Managers and Supervisors will lead by example in protecting the Morland UK brand and championing knowledge sharing across divisions. They will also ensure that the business operate to the requirements as set out in the OHSE Manual and record this as evidence within our Integrated Management System.
 - In accordance to the Electricity and Work Regulations 1989 electrical equipment will be maintained to prevent danger. A regime of pre-use user checks, inspections and testing is in place.
 - All machinery must comply with the Provision and Use of Work Equipment Regulations 1998 and all safeguards provided shall meet the requirements of BS 5304 - British Standards Code of Practice for Safety of Machinery.
 - The aim of the Noise at Work Regulations 2005 is to ensure that workers hearing is protected from excessive noise at their place of work and Morland UK is committed to protecting our workers therefore we have implemented a Mandatory Hearing Protection Zone in our Factory areas.
 - Under the COSHH Regulations 2002, Morland UK will carry out assessments on all our substances to ensure that those which may cause harm to employees, contractors, visitors are controlled to minimise risk.
 - Where manual handling operations are identified as being potentially hazardous, the most appropriate method(s) of reducing the risk of injury shall be identified and implemented where reasonably practicable, taking into account the following provisions: -
 - Manual handling shall be avoided where possible.
 - Suitable lifting aids shall be provided where practical.
 - Instruction and training on safe methods of manual handling shall be provided to any persons engaged in manual handling as part of their normal work routine.

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- PPE/RPE requirements will be assessed and provided free of charge to employees where applicable in compliance with Personal Protective Equipment at Work (PPE) Regulations 1992.
- Guidelines, procedures and training will be given to all employees who regularly use display screen equipment as prescribed by the Display Screen Equipment Regulations 1992. Morland shall ensure that all display screen equipment and workstations comply with BS7179 and BS5940.
- Our warehouse and transport safety operations will follow HSG76 Warehousing and Storage Health and Safety and INDG199 Workplace Transport Safety to ensuring best practice and the safety of all within our warehouses.
- Under the HSW Act 1974, MHSWR 1999, DSEAR Regulations 2002, Building Regulations 2010, Regulatory Reform (Fire Safety) Order 2005, Fire Safety (England) Regulations 2022 and the First Fire Regulations and The Health and Safety (First Aid) Regulations 1981, Morland UK has set in place prevention and controls systems and procedures with an Emergency Plan to ensure all understand what to do in an emergency. A trained and competent MERT team (Morland Emergency Response Team) has been implemented to assist in emergencies.
- Professional occupational medical advice and health surveillance shall be provided to all employees as necessary.
- Engage with our key stakeholders by partnering with suppliers, customers and contractors, to develop and deliver a high standard of service with due diligence to health and safety compliance.
- The directors of Morland UK have overall responsibility for all occupational health and safety matters.
- Ensure that this occupational health and safety policy is monitored and reviewed at least annually and make the policy available to all employees and interested parties.

James Morris

Managing Director

Morland UK

IPG Ltd.

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