



RUBIXCONSULTING

Health & Safety Policy

This policy identifies Rubix Consulting's (The Company) obligations under the Health and Safety at Work Act 1974. The Company endeavours to fulfil all requirements of the current health and safety legislation to maintain a safe working environment for employers and employees alike. Therefore, we assess any risks and/or hazards involved in all our works thoroughly and to a high standard.

It is the policy of Rubix Consulting to:

- Operate a Health and Safety System that meets legal requirements and to maintain a safe and healthy working environment.
- Identify health and safety risks and provide appropriate control measures.
- Strive to continually provide information and training for employees regarding their health and safety so that all staff perform to their full potential.
- Provide instruction and training on the safe handling and use of substances.
- Provide and maintain equipment that is safe and ensure its safe handling.

As far as is reasonably practicable, the Company will also:

- Prevent accidents and employee ill health due to work related issues by actively promoting health, safety and welfare in the workplace.
- Consult employees regarding matters that may affect their health and safety and ensure that employees are mindful of their responsibilities with regard to health and safety issues.
- Inform all workforce that they have access to competent health and safety advice, should they require it.
- Continually improve health and safety performance by regular review (annually) and revision of this policy and monitor performance against our health and safety objectives.
- Maintain and continually improve its management system designed to comply with ISO 45001.
- Co-operate with other employers and subsequent staff on sites under their control to ensure the continued health and safety of all involved.
- Co-operate with employers and staff from other companies, when on our premises, to ensure the health and safety of everyone on the premises.
- Ensure that we comply with all relevant health and safety legislation and other requirements, which maybe specified by clients and other bodies through regular compliance reviews.
- Conduct regular inspection, audit and management reviews to monitor the Company's performance regarding health and safety.
- Ensure that objectives are being met and any nonconformities are recorded, and corrective action is taken consequently.

To ensure that the Health and Safety Policy is effective, objectives have been identified and will be measured, reported on and reviewed quarterly as part of the Business Management Review.



Roles and Responsibilities

- The Directors of Rubix Consulting are primarily responsible for outlining, updating and maintaining a relevant health and safety policy. They will ensure that there is adequate resource for the application and development of this policy.
- Top management is responsible for monitoring and ensuring the correct and effective implementation of the policy on a day to day basis.
- Each employee has a personal role that they will be expected to observe, comply with and implement the relevant instructions and procedures.
- It will be ensured that the company manages business objectives through regular internal meetings and internal audits and will undertake a full review of the Health and Safety Policy at least annually to ensure continuing suitability.

Signed for and on behalf of Rubix Consulting:



Umbreen Munir – Director

Date: 15th January 2022

