

POLICY COMMITMENTS

Statement of Commitment to Quality

Safeguard provides expertise and products for the preservation and restoration of buildings. Preservation includes the protection of proposed new buildings from natural and unnatural sources; as well as the protection of existing buildings from elements which can cause their decay or spoiling. Modern materials and techniques are used in the different situations and environments encountered throughout the UK and abroad. In each case our customers require confidence in our advice and in our products. We aim to be recognised as professional and reputable in this chosen field. Our quality system ensures this aim remains paramount.

Safeguard Europe Limited have therefore set themselves the following commitments:

1. to ensure that the needs of our clients are fully understood;
2. to practise continual improvement in our quality system;
3. to comply with the principles and requirements of ISO 9001:2000 and relevant regulations;
4. to regularly review this policy and use it to set objectives which will objectively demonstrate our quality business;
5. to train our personnel to be able to fulfil customer requirements.
6. to provide suitable, adequate and relevant resources to enable the company to operate this policy;

Statement of Commitment to Health & Safety

As far as is reasonably practicable it is our Occupational Health & Safety Policy to carry out all work involving the design and manufacture of chemicals in a way which cares for and protects the people involved as well as others who may be affected. To achieve this we maintain a health and safety management system to identify, manage, and control the risks identified in our business.

Therefore our commitments are:

1. to comply with the Health & Safety at Work Act 1974 and applicable regulations;
2. to provide suitable, adequate and relevant resources to enable the company to operate this policy;
3. to consult with members of staff and other interested and professional people to review our occupational health & safety system and make any changes that may be required;
4. to ensure that all equipment is maintained so as to be safe in use and to ensure the safe handling and use of substances;
5. to prevent fire, accidents, and cases of work-related ill health and to maintain safe and healthy working conditions by means of risk assessments;
6. to provide information, instruction, training and supervision appropriate to each activity ensuring that personnel are where necessary, qualified or licensed to carry out their tasks;
7. to ensure that all staff within the company are clearly aware of their health and safety responsibilities and co-operate together and with the company management to fulfil this policy;
8. to practice continual improvement in our health and safety management system by setting and reviewing health and safety policy and objectives;

Statement of Commitment to Environmental Care and Prevention of Pollution

Safeguard Europe specialise in the design, manufacture and supply of chemicals, the provision of expertise, and the supply of associated products used within the building restoration and preservation arena. It is therefore our environmental policy to practice re-use and recycling of materials and components in order to minimise the impact of our business on the environment, preventing pollution, and minimising the use of raw materials and non-renewable resources.

This commits us to the following points:

1. to comply with all relevant environmental legislation and regulations;
2. to practice continual improvement in our environmental management;
3. to prevent any of our activities polluting the environment;
4. to comply with the principles and requirements of ISO 14001:2004 and relevant regulations;
5. to regularly review this policy and use it to set objectives which can demonstrate objectively our environmental performance;
6. to provide suitable, adequate and relevant resources to enable the company to operate this policy;
7. to train our personnel to be environmentally responsible in the use of materials for preservation and restoration of buildings.

Statement of Commitment to Personnel

This company is committed to recognising the dignity and worth of every person without discrimination. All individuals shall be considered equally without any prejudice. This policy applies to all aspects of employment including hiring, placement, promotion, transfer, lay-off, termination and all other conditions of employment.

We have five commitments, to:

- 1 ensure that no employee or applicant is denied promotional or employment opportunities for reasons other than their ability and qualifications to do the job;
- 2 ensure that every employee has the right to equal treatment without discrimination in that every employee is free from sexual solicitation and harassment in the work place, because of race, religious beliefs, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, status, family status or handicap.
- 3 provide employees with the opportunity to improve unsatisfactory performance or conduct and ensure that disciplinary actions are thoroughly documented.
- 4 comply with all relevant legislation relating to the employment of people;
- 5 monitor our performance with regard to our commitments;