

## Quality Policy of the David Blakey Group

To fully meet contractual obligations and achieve customer satisfaction through the provision of sales, installation and service support for air conditioning, refrigeration, commercial heating, electrical and control systems.

To maintain a policy of competitive and energy efficient solutions for installation electrical, controls and planned maintenance support.

To maintain equipment and services in accordance with statutory and legislative requirements and be responsive to technological and performance standards appropriate to the industry.

To maintain registration to relevant technical and contractor accreditation schemes including Gas Safe, F-Gas, REFCOM, NICEIC, BESA and Safe Contractor.

To achieve continual improvement our aims and objectives will include:

- Operate a Quality Management system in accordance with the requirements of BS EN ISO 9001 recognising the contribution that all personnel make to quality, and to provide the necessary information, resources, and training to enable them to achieve and maintain the required standards.
- Maintain a policy of integrated management incorporating quality, health & safety and environment based on defined procedures and controls assigned to key personnel with specific responsibilities.
- Ensure that the company's policies are understood, implemented, and maintained the Directors and staff are advised of their responsibilities for the implementation of our policy by training, access to the Business Policy Manual, Process Documents and Work Instructions referenced within it

In accordance with the company's integrated management system this policy will be periodically reviewed to ensure effectiveness.

Signed : 

Date : 15/01/2024

**Steve Byrne - Chairman**

## **Environmental Policy of the David Blakey Group**

It is the policy of the David Blakey Group of Companies (hereinafter referred to as “the company”) to comply with the requirements of the Environmental Permitting (England and Wales) (Amendment) (EU Exit) Regulations 2018, the Water Resources Act 1991, and the Special Waste (Amendment) Regulations 1996 in so far as they refer to the activities of the company.

We are committed to be an environmentally conscious company. It is company policy to strive to ensure that the business has the least harmful effect on the environment. The company will adopt best practice compatible with the requirements of ISO 14001.

The Company has a commitment to do all that is reasonably practicable to prevent harm to the environment. The Company will:

- Minimize the environmental effects of the company’s activities including prevention of pollution and adverse environmental impacts.
- Comply with legislative and statutory requirements.
- Establish, monitor, and maintain appropriate environmental objectives.
- Conserve energy (electricity, oils, fuel, gas etc.) within the operational capabilities of the company, and to progressively reduce energy wastage as a result of improved utilization, insulation, servicing and maintenance of equipment, vehicle journey planning etc.
- Conserve materials and resources used in the installation and servicing of the company’s products through effective planning and process control in respect to waste management.
- Avoid the use of toxic, hazardous, and non-recyclable materials as far as is reasonably practicable.
- Re-cycle or re-use materials where practical and encourage environmental awareness amongst our suppliers and customers, supporting their initiatives concerning environmental management.
- Adopt an integrated management approach in respect to Quality, Health & Safety and Environmental management systems, and to provide the necessary resources, information, and training for our employees to ensure effective implementation.
- Ensure environmental awareness amongst our employees, suppliers and subcontractors, and to provide a safe and suitable environment within which they can work.
- Adopt a policy of continual improvement to enhance environmental performance.

An assessment of the company’s activities has identified the handling of air conditioning refrigerants as the activity most likely to have an environmental impact.

It is the policy of the company not to discharge any refrigerant to the atmosphere. Procedures are in place to ensure that all recovered refrigerant is returned to the supplier. The company has in its possession sufficient refrigerant recovery units and a supply of uniquely marked reclaim cylinders.



Contractors employed by the David Blakey Group of Companies must confirm their Environmental Policy prior to starting work. Alternately they adopt the David Blakey Group of Companies policy subject to mutual agreement.

The Group Managing Director is responsible for ensuring the implementation and maintenance of the environmental policy.

As an essential part of the company's integrated management system this policy will be reviewed on a regular basis to ensure that it continues to demonstrate an effective environmental protection policy and accords with current legislative requirements.

Signed :  \_\_\_\_\_

Date : 15/01/2024

**Steve Byrne - Chairman**

## **Health and Safety Policy of the David Blakey Group**

It is the policy of the David Blakey Group of Companies to provide safe and healthy working conditions, to set and maintain high standards of health and safety practice and to enlist the active support of all staff in achieving these objectives.

### **Company Policy in relation to Health and Safety at work is:**

- To promote standards of safety, health and welfare that fully comply with the requirements of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and all other relevant statutory provisions and approved codes of practice
- To identify and control hazards in order to reduce OH&S risks
- To provide and maintain safe and healthy workplaces, safe systems, and methods of work in order to protect employees and visitors, clients, and customers in so far as their health and safety may be affected by the Company's activities
- To provide and maintain a safe and healthy working environment for the staff with adequate facilities and arrangements for their welfare
- To establish a framework for setting and monitoring OH&S objectives
- To provide all employees with the necessary information, instruction, training, PPE and supervision needed to work safely and efficiently with any plant and/or equipment involved in carrying out their work instructions
- To develop safety awareness amongst employees and individual responsibility for health and safety at all levels of operation
- To encourage full and effective joint consultation on all health and safety matters with employees and safety representatives
- To continually improve the performance and effectiveness of the OH&S Management System

### **Directors responsible for health and safety**

The CEO and the Group Managing Director are jointly responsible for ensuring that the policy is implemented and that all relevant information, resources and facilities are available to employees to carry out their statutory and company responsibilities so far as is reasonably practicable.

Responsibilities for maintaining the company's Health and Safety Policy, and specific arrangements for health and safety management are set out in the company's Health and Safety Procedures Manual and comply with statutory obligations under the Health and Safety at Work Act (1974) and associated Regulations where applicable.


## Employees Responsibilities

Employees are reminded that they have both a legal responsibility (under Section 7 of the 1974 Act and the Management of Health and Safety at Work Regulations 1999), and a duty to take all reasonable precautions to ensure that they do not endanger themselves or anyone else who may be affected by their acts or omissions at work. Employees are required to co-operate with the Company and others in order to comply with statutory requirements and such co-operation is vital to the success of the Company's Policy.

Under Section 8 of the same Act there is a duty on everyone not to misuse anything provided, and they must not intentionally or recklessly interfere with or fail to use, or refuse to use, anything provided in the interest of their health, safety, and welfare, such as personal protective equipment, firefighting equipment or other approved equipment supplied by the Company.

Neglect of responsibilities in maintaining the company's Health and Safety Policy will be considered as gross misconduct and dealt with in accordance with the company's disciplinary procedures.

As an essential part of the company's integrated management system, this Policy will be reviewed on a regular basis to ensure that it continues to demonstrate effective health and safety management practice.

Signed : 

Date : 15/01/2024

**Steve Byrne - Chairman**