

Behavioural Safety Policy

As the Chief Operating Officer of Tower Supplies, we have implemented a Behavioural Safety Program, where our aim of this safety initiative is a “total safety culture”, by which our employees hold safety as a value and not just a priority. Our employees take responsibility for their safety and that of their colleagues and all levels of employees within our business are willing and able without a fear of reprisal, act on their own sense of responsibility towards safety and are encouraged to play their part by our “If you don't think it is safe, don't do it” motto. Our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour. It is estimated that up to 80% of workplace injuries are caused by unsafe behaviour. Tower Supplies operates several initiatives to support a reduction in unsafe behaviour.

- Visible health and safety leadership is invaluable and, as such, all employees are trained in behavioural safety techniques through bespoke behaviour safety training programs.
- All employees receive on-going training to recognise both safe and unsafe practices and are encouraged to stop unsafe activities, however at the same time we encourage their involvement by recommending improvements to existing working practices.
- Through our internal reporting system and on-site health and safety feedback boxes, all employees have the opportunity to share their safety concerns, anonymously, if preferred.
- Our safety recognition program helps build morale and focuses attention on achieving the goals of Tower's safety program.
- Our employees regularly attend safety awareness workshops to address specific safety concerns and whereas a team, we provide practical solutions.
- We have a team of Safety Champions who show care about safety in our workplace by setting great examples, but at the same time encouraging and inspiring their colleagues to make positive change, and good choices which help create and maintain a safe and healthy working environment.
- Periodically survey employees to gauge the existing safety culture, where we use the feedback to make improvements and address effectively.
- Tower Supplies Senior Managers are strongly committed to an ‘Open Door’ management style and employees are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Tower Supplies have an effective, internal system to manage employees who are found to be disregarding safe work instructions, not wearing required PPE for the task they are carrying out or not working in accordance with safe work instructions, and/or risk assessments.

Tower Supplies will periodically assess the strength of our safety culture and plan future improvements appropriately.

Safety risk assessments, safe work instructions, equipment, and tools have been provided to keep our employees and visitors safe. Following them is mandated throughout the business to enable the best chance of doing a job safely.



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Mark Frith
Chief Operating Officer

29.05.24

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Date

Form no.: POL07	Tower Supplies	Issue no.: 01	Date: May 2024	Next review date: May 2025
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