



Health, safety and wellbeing policy 2024

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Tilbury Douglas is a leading UK building, infrastructure, engineering and fit-out business, delivering vital projects across a range of sectors including health, education, highways, justice, defence, aviation, water and environment.

Tilbury Douglas is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and other stakeholders. We recognise our responsibility to prevent work-related injuries, illnesses, and fatalities and to continually improve our occupational health and safety (OH&S) performance. This commitment aligns with the requirements of ISO 45001:2018 and is integral to our business operations.

Compliance with legal and other requirements

Tilbury Douglas is committed to complying with and fulfilling all applicable legal requirements and other standards related to occupational health and safety. We will identify and assess relevant legal and other requirements to ensure compliance and continually monitor changes to these requirements. In addition, a separate health, safety and wellbeing policy statement will be available to meet the requirements of legislation.

Hazard identification, risk assessment, and control

We are committed to identifying and eliminating hazards, assessing and reducing risks, and implementing effective controls to eliminate or minimise the potential for harm. Our hazard identification and risk assessment processes will be conducted regularly and involve input from workers at all levels of the organisation.

Objectives and targets

We will establish measurable objectives and targets to continually improve our OH&S performance. These objectives and targets will be consistent with our commitment to prevention, compliance with legal requirements, and the overall enhancement of workplace health and safety.

Consultation and participation of workers

We recognise the importance and are committed to the consultation and participation of workers and actively involve workers in decision-making processes related to occupational health and safety. Workers will be provided with opportunities to express their views, concerns, and actively contribute to the development and review of our OH&S policies and procedures.

Competence, training, and awareness

We will ensure that all employees, contractors, and relevant stakeholders possess the necessary competence and are adequately trained to perform their tasks safely. We will also promote awareness of OH&S issues and the importance of maintaining a safe working environment.

Emergency preparedness and response

We will establish and maintain procedures for responding to emergencies, ensuring the effective management of incidents that may impact health and safety. Regular emergency drills and reviews will be conducted to enhance preparedness and response capabilities.

Monitoring, measurement, analysis, and evaluation

We will establish a system for monitoring, measuring, analysing, and evaluating our OH&S performance. This will include the regular review of incident reports, near misses, and the effectiveness of control measures to identify opportunities for improvement.

Communication

We will establish effective communication channels to ensure that relevant OH&S information is disseminated to all levels of the organisation. This includes clear communication of roles, responsibilities, and any changes to policies and procedures. This OH&S policy is communicated to all employees, stakeholders and is available to interested parties as deemed appropriate. Tilbury Douglas is dedicated to fulfilling its obligations under ISO 45001:2018 and fostering a culture of safety and well-being throughout the organisation.

Documentation and record keeping

We will maintain accurate and up-to-date documentation related to our OH&S management system. This includes records of risk assessments, training, incidents, and other relevant information to demonstrate our commitment to continual improvement.

Review and improvement

This OH&S policy will be periodically reviewed and, if necessary, revised to ensure its continued suitability and effectiveness. We are committed to continually improving our OH&S management system and overall performance.



Paul Gandy

Chief Executive Officer



Craig Tatton

Chief Operating Officer



Matthew Gill

Chief Financial Officer



Martyn Smith

Commercial Director