

SHERWOOD CLEANING GROUP LTD.

HEALTH AND SAFETY POLICY
CODES OF PRACTICE AND
SUPPLEMENTARY INFORMATION

MARCH 2007

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SHERWOOD CLEANING GROUP LTD

RESPONSIBILITY FOR HEALTH AND SAFETY

STATEMENT OF GENERAL POLICY

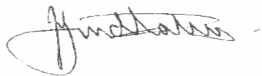
The Chief Executive of Sherwood Cleaning Group Ltd. will continue to take care of the Health & Safety of all its employees, having regard to its relevant statutory obligations under the Health and Safety Act 1974 and any other regulations made under this legislation.

The Chief Executive will also pay due attention to the need for conducting its undertakings in such a way as to ensure, so far as is reasonably practical, that persons not in its employment who may be affected by its work activities are not exposed to risks, which could affect their Health & Safety.

In respect of moral responsibilities to its employees, The Chief Executive will endeavor to provide the best possible conditions of work, which will influence the health, welfare & safety of its employees.

In continuance of its legal & moral duties under existing Health & Safety legislation, The Chief Executive will make use of any machinery that exists in response to Health & Safety matters throughout its work activities.

Signed:



Chief Executive Officer
Sherwood Cleaning Group Limited

Date: 30.03.2007

FOREWORD

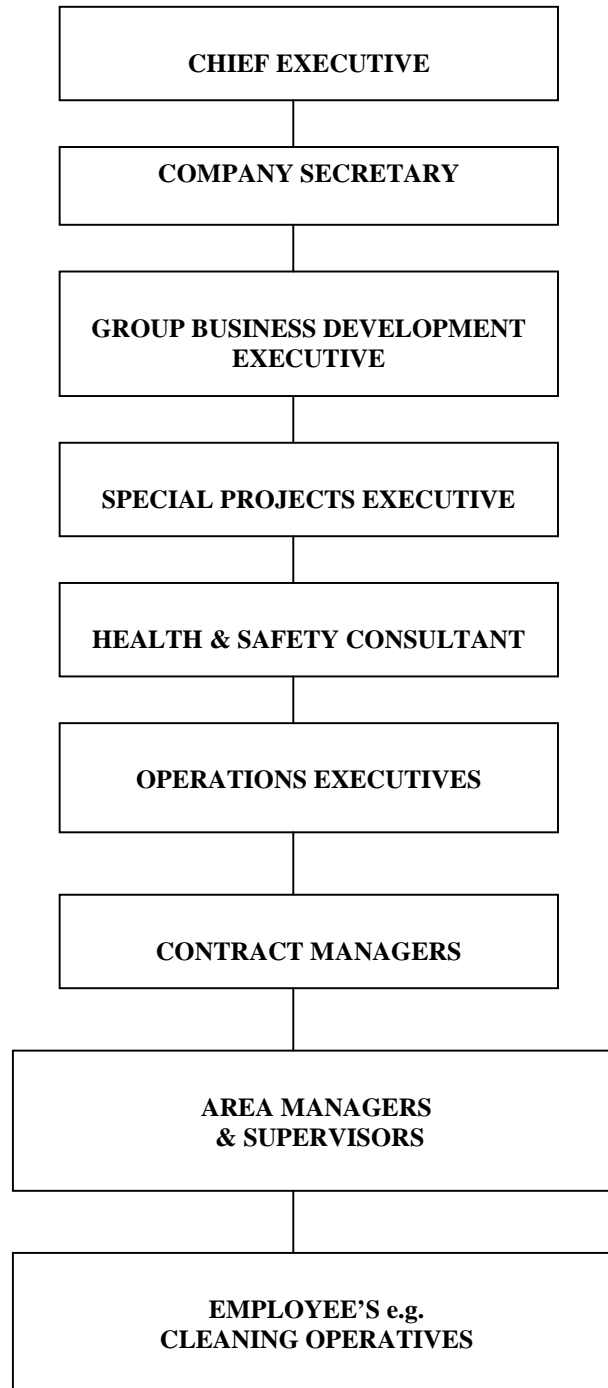
Good health is the most prized possession that any of us can hope for and the Health and Safety at Work Act 1974 is aimed at preserving this possession, by bringing in rules and regulations to ensure that the utmost care is practiced whilst carrying out daily tasks.

Whilst it is important that acts and omissions do not cause injury to us, it is just as important that they do not result in injury to our fellow workers, hence the clauses imposing penalties on employers and employees alike.

You may feel some regulations are an intrusion into personal liberty, but this is the law, which is designed to protect our health and safety in the long term.

Every employee is responsible in his or her own right for their own safety and the safety of their fellow workers and consequently, it is essential that we adhere strictly to the laid down procedures for all duties.

MANAGEMENT ORGANISATION



MANAGEMENT RESPONSIBILITIES

The Chief Executive of the Sherwood Cleaning Group Ltd. is accountable for the implementation of its Health and Safety policy, as it affects the cleaning, janitorial & business activities of the Sherwood Cleaning Group Ltd. The Chief Executive will keep abreast of the Groups Health & Safety performance through the Operations Director & Branch Managers. To assist him in meeting his obligations under the Health & Safety at Work Act & other relevant legislation & Codes of Practice, he will involve as necessary the help & guidance of some outside consultancy & expertise.

The Company Secretary will give administrative and professional support to the Chief Executive as may be considered necessary for issues of Health and Safety as it affects any commercial or functional aspect of the business

The Group Business Development Executive will always keep in mind when dealing with any business development the Groups responsibilities in maintaining standards of health and safety as outlined in the Groups Health and Safety Policy document.

The Operations Executives of the Sherwood Cleaning Group Ltd. will acquaint & familiarize themselves with the laid down procedures & safety practices which need to be maintained as indicated in the Group's Safety policy using their Branch Managers as a channel of communication in the work place.

The Health & Safety / Compliance Executive is not an employee of the Sherwood Cleaning Group Ltd. & consequently has no executive responsibility & only becomes involved on matters relating to Health & Safety affecting the Group's activities under the Health & Safety at Work Act when requested to do so by the Chief Executive.

The **Contract Managers** are responsible to the Operations Director for ensuring the line Managers under their direct control understand their accountability for the implementation of safe working practices. In all their business & customer premises

Area Managers & Supervisors: These line Managers are at the sharp end of the business & it is their strict responsibility to ensure that all legislative requirements/Company Safety rules and the Health & Safety at Work Act 1974 are communicated to employee's on a need to know basis as they apply to their various work activities carried out under their direct control.

The **Special Projects Executive** is accountable to the Chief Executive of the Sherwood Cleaning Group Ltd. when dealing with specific projects to ensure that all legislative requirements as they apply to the intended work activities & where she is unsure about any aspect of these implementations, she will seek specialist advice as appropriate.

Administration: The person responsible to the Chief Executive for Administration in the Sherwood Cleaning Group Ltd., although office based needs to be familiar with the Group's Health & Safety Policy or any other relevant documents related to Health & Safety matters in order to be an effective means of co-ordination & communication.

All employee's – cleaning operatives of the Sherwood Cleaning Group Ltd. have a clear responsibility under the Health & Safety at Work Act 1974 to comply with all Safety regulations as they apply to their own work activity, including non company employee's/visitors who could be affected by their acts or omissions resulting in danger or accident.

ACCIDENT REPORTING - RIDDOR 1995

In compliance with the RIDDOR regulations 1995, i.e. the reporting of industrial diseases and dangerous occurrences regulations, Sherwood Cleaning Group Ltd., will maintain strict compliance with the regulations which exist regarding the reporting of accidents.

Every injury, however slight, must be reported to a responsible person in charge, so that this can be recorded in the accident book, which is kept at the Groups main office premises, and the appropriate action can be taken. All accidents will be carefully investigated and persons incurring lost time, through injury at work, will be interviewed by a responsible person in charge on their return to work.

It needs to be understood that these responsibilities & procedures apply to employee's, invitee's, visitors, and customers, including violence & in specific cases, suicide. Note: More detailed information on accident reporting can be found in the RIDDOR Regulations 1995, which can be obtained from HMSO Book shops, Sudbury, Suffolk.

AMENDMENTS

Amendments to the Sherwood Cleaning Group Ltd. Health and Safety policy will be made, when necessary, through the resources of the Directors & Senior Management at Sherwood Cleaning Group Ltd., who may invoke the assistance of a specialist or competent person in health and safety matters before making such changes. All the holders of this Health and Safety policy document for Sherwood Cleaning Group Ltd. will be recipients of the information and changes that it has been found necessary to make.

COSHH REGULATIONS 1994 –

(CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH) & UPDATED IN 1999

The Sherwood Cleaning Group of Contractors do not have any of their work place situations or premises large quantities of Hazardous chemicals or in use. It needs to be understood that quantity is not the important factor in applying these regulations but more so that a chemical is use which is potentially hazardous to health. In compliance with these regulations, the under mentioned procedures have been established, implemented and will be kept under constant review.

1. An overall chemical assessment will be carried out of the chemical and detergent substances used in the Groups Cleaning activities.
2. A master chemical register outlining the risks which might exist & the controls necessary.
3. In all work situations 'Chemical in use Information' is available or displayed complete with the manufacturers data sheet only for the cleaning substances used in a specific work situation.
4. Every member of the work force will be given induction training on the COSHH regulations including the chemicals in use.
5. New starters and temporary staff receive the same induction training package.
6. Retraining due to the introduction of new chemical substances will be strictly monitored and refresher training considered at intervals.
7. There is a strict responsibility for keeping training records & these will identify the type of training carried out & the time taken to complete this instruction.

Note: All records will be made available for inspection if required by clients.

DISPLAY SCREEN EQUIPMENT

Further to the implementation of the Display Screen Equipment Regulations 1992, which clearly outline the need for the following course of action:-

1. Assessments to be carried out on all display screens and workstations.
2. A display screen user is someone who works for two hours continuously on display screen equipment and workstations.
3. A display screen operator, due to the risk of eye strain from the digital display, is entitled to an eye test from a qualified occupational health practitioner.
4. The screen operator has the right to an eye sight test which must be carried out by a registered ophthalmic optician.
5. Where a person who does not normally wear glasses, is required and prescribed by a competent authority to use glasses when working on display screen equipment, Sherwood Cleaning Group Ltd. must provide a basic appliance (spectacles) free of charge.

Note: Other concerns will also be taken into consideration, conflicting light, desk height, adjustable swivel chair, and work station layout and document holder.

DOCUMENTATION AND RECORDS

Records will be kept at the Sherwood Cleaning Group Ltd. Main office, where appropriate, to meet both statutory and Group needs as follows:-

1. Library of necessary legislation and relevant codes of practice related to the Health & Safety as it affects its employee's, including the various cleaning & maintenance activities carried out by Sherwood Cleaning Group.
2. Accident books, report forms, investigation records, forms F 2508, Policy documents, chemical register or any other statistical information will be held/maintained & made available as required at the Group office premises.
3. Inspection and examination reports of any lifts/hoists or any other items of work equipment which are required legally to comply with legislation, if used in the Group business.
4. Accident liability or fire insurance certificates as appropriate will be retained at the Sherwood Cleaning Group Ltd. office premises.

THE ELECTRICITY REGULATIONS 1989

In compliance with part 2 of these regulations which came into force in April 1990 and which happily in the main to our particular business activities & therefore needs our strict compliance. Due to the peripatetic activities of the Sherwood Cleaning Group Ltd., spread out across a wide area of operation, a firm commitment will be given to the following:-

1. Visual checks before using electrically powered vacuum scrubbing & polishing machines will be to ensure there is no loose wiring, split/damaged cables, loose or broken plugs which will put the equipment out of use until repaired.
2. Portable Electrical Equipment will be checked & inspected on at least a 12 monthly frequency in compliance with the above regulations & such equipment will have an adhesive label indicating the date of maintenance.
3. It will be made clear to all employee's that they must isolate from the power source when working on live equipment & in practical working terms, means not only putting the switch to an off position but at all times removing the electrical plug from the power source. Note: Electrical repairs will only be carried out by a qualified & competent person.

FINANCIAL PROVISIONS

Day to day repairs, maintenance and adjustments to work equipment which form part of normal business activities will be considered by the appropriate responsible line managers as part of their existing budgeting procedures. Where improvements to Health and Safety are a major issue and could not have been foreseen, financial resources will be given serious consideration and the authority for dealing with such matters is at Director Level at the Groups main board meetings.

FIRE PRECAUTIONS

In most cases the employees of the Sherwood Cleaning Group Ltd. carry out work in other companies premises & in the interest of personal safety all employee's will be instructed by the responsible person in charge as follows:-

1. Know what the fire alarm sounds like, is it a bell or a buzzer.
2. Where the nearest fire exit is & alternative escape from your place of work.
3. How to sound the alarm in case of fire.
4. To call the fire brigade
 - Where there is an in house responsibility or point of contact to call the fire brigade then this must be followed at all times,
 - Dial 999 & ask for the fire brigade
 - Speak slowly/clearly giving the company name, address & location of the fire
5. Without putting your person at risk, close all windows & doors.
6. Do not collect your belongings or attempt to be a hero, evacuate to safe place immediately
7. Do not reenter the building until the fire officer says it is safe to do so.

GENERAL EMPLOYEE RESPONSIBILITIES

Employees will be made aware of their responsibilities under the Health & Safety at Work Act 1974 both for themselves & for others by their actions or omissions. The Group Safety rules as follows:-

1. To take reasonable care to avoid injuries to themselves or to others in their activities by acting in a responsible & safe manner
2. To co-operate with their employers in meeting statutory & group safety requirements
3. To use at all times protective equipment & protective clothing provided
4. To practice good housekeeping & tidiness
5. To undergo necessary safety training as & where necessary
6. Not to interfere with or misuse anything provided to protect their Health & Safety or welfare
7. Make themselves aware of the Group's Health & Safety policy
8. Report all accidents, no matter how minor which might occur
9. Report all defects & unsafe situation
10. Use all chemical substances as per the information made available by the Sherwood Cleaning Group Ltd. & the responsible person in charge as part of the operator training programme.

HEAD PROTECTION REGULATIONS 1992

The Sherwood Cleaning Group Limited due to the varied nature of their work activities realise the importance of these regulations.

Where there is any risk whatsoever of employees or visiting personnel being injured by objects/missiles falling from a height to people working or walking around below, the wearing of hard hats will be mandatory. Should any of our operatives have to work in confined or restricted places, bump caps could well be issued & worn as an alternative in these particular circumstances to the conventional hard hats.

LADDERS AND STEPS

The Sherwood Cleaning Group Ltd by the very nature of its work activities has a specific major risk, due to the regular use of ladders/steps, zip up staging, hydraulic platforms, bosons chair, cradles, platform & 'Youngman's boards' & in some cases absailing all of which could require employees to work at various heights in a controlled & disciplined manner.

Taking into consideration the Health & Safety Executive guidance notes, including British Standards & other informed publications, including some specific risk assessment modules, the Sherwood Cleaning Group Ltd has laid down some strict working procedures & safe systems of work.

- It needs to be understood that not all employees or operatives need any of these items of equipment to do their work, however, no one is allowed to use or work with this equipment without careful instructions & specific training.
- The Group ensures whether their own employees or sub contractors that people using such equipment & methods as cradle work, bosons chair, absailing, hydraulic platform are certified to perform these tasks
- Such training & copies of certificates, competence will be retained for inspection purposes at the appropriate head office premises
- Each piece of equipment will be identifiable & will be regularly inspected prior to use & certificated at the prescribed intervals in compliance with regulatory requirements for mechanical lifting & suspending equipment of this nature

It of critical importance that a safe system of work is laid down for people working at heights on ladders and steps,

1. Ladders and steps must be kept in good repair and inspected prior to use,
2. Step ladders and trestles must be spread to the full and secured with chains, ropes and stays,
3. Where trestles and platform boards are used, anything above 2 metres must have slots and safety rails,
4. Steps and trestles must be placed at right angles to the point of work and leveled,
5. When using steps or ladders, work should not be carried out from the top step or platform nor should work entail over reaching,
6. The top tread of a pair of steps, e.g. tool shelf, should not be used for foot support, unless there is an extension to provide a hand rail,
7. Only one person on ladders or steps at one given time
8. If in a doorway, the door should be raised back and secured,
9. Persons working off extension ladders should ensure that, where possible, they are lashed to a secure point at the top and footed at the bottom with a person or a specially acquired piece of safety equipment,
10. Aluminum ladders and steps are preferable to the wood design; however, where wooden steps, ladders, trestles are in use, they should not be painted as cracks, weaknesses can not easily be seen.

MANUAL HANDLING OPERATIONS REGULATIONS 1992

The Manual Handling Operations Regulations 1992 became law in January 1993. They cover a number of considerations. Lifting, lowering, carrying, pushing, pulling, hoisting or moving by bodily force, duration, magnitude, including posture adopted. There are some activities carried out by Sherwood Cleaning Group Ltd s where some aspects of these regulations clearly do apply. Therefore in order to comply with these regulations, Sherwood Cleaning Group Ltd will implement and maintain the following procedures:-

1. A common-sense & practical assessments of risk will be carried out by responsible management including experienced work place operative
2. Where necessary, professional advice from a Health & Safety consultant or occupational Health nurse may be sought if considered necessary
3. Training instruction on lifting, handling, ergonomics, kinetics which may require specialist advice & will form part of the operator training package by the responsible person in charge

MEASUREMENT OF EFFECTIVENESS

Under the Health & Safety at Work Act 1974, employees have a regulatory responsibility, as far as is reasonably practical, to maintain safe places & safe systems of work. Therefore, the following means of monitoring safety standards and effectiveness will be used:-

1. Where practicably feasible, regular Health & Safety checks will be made by the responsible manager or work place supervisor during work periods in a routine basis
2. Most of the Sherwood Cleaning Group Ltd work activities are in other peoples premises, however, employees will be encouraged to report any risks or hazards to their own responsible person in charge so that the appropriate corrective action can be taken
3. Accident reporting & investigation is a legal responsibility & this will be treated with serious commitment
4. Where necessary 'Safe Systems of Work' will be included in the operator training for each specific work activity.

OCCUPATIONAL EXPOSURE TO FOOD AND OTHER DUSTS

The Sherwood Cleaning Group Limited have been aware of a prescribed listing of dusts which have been clearly identified as hazardous to Health.

Note: Should additional information be required this is regularly published by HSE Guidance note EH40

Health

However similar conclusions may be drawn from substantial exposure to any form of dusts including fumes/heat/noise etc. & the constant levels of exposure throughout a working period. Some examples:-

1. Constant exposure to certain dusts which may eventually cause allergic hypersensitivity presenting as Asthma if it affects the lung or dermatitis.
2. Exposure to toxic agents on raw materials such as mould spores and other micro biological agents i.e. dust from sacks, packing materials, traces of fumigant and other chemicals.

The Sherwood Cleaning Group Ltd. have a firm commitment to ensuring the Health of their employees & where considered necessary dust or other contaminants will be measured by a competent resource & the necessary action taken.

OFFICE SAFETY

All accidents within the Groups own office premises will be included in the Sherwood Cleaning Group Ltd. accident reporting procedures & included in any statistical records. To ensure a safe work place, attention will be given by everyone to the under mentioned hazards.

1. Condition of floors & stairs
2. Worn stair treads
3. Missing or damaged hand rails
4. Worn floor coverings
5. Broken or splintered glass
6. Obstructions in corridors/places of access, i.e. furniture, cartons, trolleys etc.
7. Poor lighting & badly located or sighted switches particularly in stores & on staircases
8. Trailing telephone wires & electrical cables
9. Protruding drawers of filing cabinets & desks
10. Insecure means of reaching up to higher levels with insecure steps or standing on conventional or swivel chairs
11. Untidiness, poor housekeeping
12. Smoking & carelessness.

OUTSIDE AUTHORITIES

There will be times when visits will be made from Outside Authorities with regard to matters of Health & Safety, Environmental Health and Safety Officers, British Standard Auditors & other outside agencies with regard to the Groups cleaning activities & services.

Where such visits are known in advance, the appropriate senior board Director must be made aware of such visits & where possible any additional information.

Due to the varied nature & wide spread activities of the Sherwood Cleaning Group Ltd., the appropriate senior board Director will ensure the necessary persons are made available on whatever site or work station, when this is considered practical & necessary

PERSONAL PROTECTIVE EQUIPMENT

In compliance with the Personal Protective Equipment Regulations 1992, the Sherwood Cleaning Group Ltd. will accept responsibility for the following: -

1. Where there is a risk of injury, approved protective clothing & equipment will be provided
2. Wearer suitability, acceptability, coupled with necessary training & instruction will not be overlooked
3. Checks on maintenance & condition will be made by the responsible person in charge with concerns that the equipment is being correctly used & not abused
4. The Sherwood Cleaning Group Ltd. as a means of control & ownership will require a signature indicating responsibility by the user & wearer

REVIEW OF SAFETY POLICY & ARRANGEMENTS

The Sherwood Cleaning Group Ltd. accept the need for the Policy Statement, Organisation and Arrangements to be reviewed on an Annual basis unless the changes are so numerous that an interim update needs to take place.

It is understood that the Health & Safety at Work Act 1974 is an enabling act & therefore can have changes or updates made at anytime which could affect the Health & Safety Policy document.

New legislation could also be introduced which directly affect the business activities of the Sherwood Cleaning Group Ltd. & needs to be reflected in the Safety Policy. Where such changes or alterations take place, these will be recorded & put in place by a responsible & appointed person in the Group who may invoke some assistance from a Health & Safety Consultant.

RISK ASSESSMENT

In compliance with the Management of Health and Safety at Work Regulations 1993 (further updated in 1999), requires a company or organisation to make sure that all risks to peoples safety have been covered with the frequency, severity of risk and injury clearly identified in the assessment, but more importantly, a commitment to dealing with such risks, which in broad terms, has been included in this policy document.

The Sherwood Cleaning Group Ltd. because of the peripatetic nature of its work activities has dealt with this, not going over the top but with a degree of common sense as this relates to their industry & the widespread nature of their work activities.

With this in mind, standard risk assessment modules have been compiled, keeping in mind the repetitive nature that most of the work involves however in a number of specific cases certain specific assessments have been completed.

SAFETY MEETINGS

It is with the needs of health and safety in mind, as they relate to the various cleaning and maintenance activities carried out by Sherwood Cleaning Group Ltd. as they operate in a number of locations throughout the United Kingdom, that a two tier system of safety meetings which will provide an effective communications link between a Head Office Safety Steering Committee at Oakwood House, Hertford and the action groups covering Sherwood Group Cleaning Services and other operational elements as may be necessary.

1. Safety Steering Committee:

Responsibilities

- a) To establish health and safety policy.
- b) To determine priorities for action plans.
- c) To recommend the allocation of necessary funds for health and safety measures.
- d) To keep abreast of all legislative developments.
- e) To monitor performance

Composition:

The Chief Executive or appointed Director is chairman of the steering committee. Other members with appointed deputies, representing the main cleaning services and other operational elements.

Agenda and Minutes:

The secretary will be appointed who will prepare the meeting agenda in conjunction with the chairman, and circulate the agenda to committee members two weeks prior to the date of the steering committee meeting. The secretary will be responsible for writing and circulating the meeting minutes.

Meetings: The Steering Committee should meet at 6 monthly intervals.

2. Safety Action Groups

In order to translate health and safety policy into practical action throughout the various operations and areas of activity

Responsibilities

- a) To implement health and safety policy as it affects their specific operations
- b) To determine priorities of work to be carried out including schedules for completion.
- c) To ensure the satisfactory recording and communication of any accident details to head office
- d) To discuss any reported incidents or hazards with a view to lessons which need to be learned or action to be taken

Composition

The Operations Director is the chairman of the safety action group and the group should be limited to not more than 6 members, in fact, only 3 members are required for a quorum. Clearly representatives or members should be adequate to cover the main cleaning services and activities.

Meetings

The safety action groups will meet at least quarterly on fixed (published) forward dates with a pre planned agenda. A secretarial input will be made available and the agenda, in conjunction with the Chairman, circulated to group members 2 weeks prior to the meeting and the secretarial input will also be responsible for circulating the minutes of the meeting.

SLIPS, TRIPS AND FALLS

The Sherwood Cleaning Group recognizes this as being a serious risk with accidents. Therefore, in the interest of people's safety, it commits itself to the under mentioned disciplines and practices:

1. Good housekeeping with an absence of clutter and obstruction.
2. When mopping/washing/wet scrubbing floors, wet floors will be in place
3. Where working areas/stairways/corridors are not adequately lit, ensure this is reported to a responsible person
4. Cleaning up, absorbing, marking out, leakage's of water, oil, or other liquids with a view to ensuring someone is aware of the hazard and there is a need for urgent repair
5. Cleaning operatives due to the nature of their work activities must observe a rule of wearing safe, sensible working shoes in a satisfactory condition.
6. Running or taking short cuts, during work pressure periods, or being casual about working conditions should be discouraged in the interests of employee safety.

THE HEALTH & SAFETY (CONSULTATION WITH EMPLOYEES) REGULATIONS 1996

The Health and Safety (Consultation with Employees) Regulations 1996 legislates that employers must consult all employees on matters affecting Health and Safety at work. The Sherwood Cleaning Group Ltd. fully accepts that employees are legally entitled to have their say and that employers must listen.

TRAINING

Due to the peripatetic nature of the Groups cleaning activities spread out across a wide area of the country, the requirement of Health & Safety instruction and training for operational managers at all levels is on a need to know basis

Most of the work force is part time employees; therefore, training in Health & Safety is an essential part of operator training and is carried out by the responsible person in charge on a one to one basis as it affects their specific work activities.

Note: Operational records and training information will be maintained by appropriate persons-in-charge

WINDOW CLEANING

The Sherwood Cleaning Group Ltd. has a great deal of involvement cleaning windows with varying methods in a number of premises.

Therefore, in compliance with health and safety guidance for window cleaners and the codes of practice which are relevant to the various methods and items of equipment used for these work activities, Sherwood cleaning and support services are fully aware that accidents and fatal injuries occur to people working at heights on ladders and due in the main to the inherent, careless and dangerous methods used by people cleaning windows.

It needs to be understood also that the main contractor or the client can not abdicate his responsibility, simply because this work has been contracted out to a second or third party, without any understanding as to how the work will be carried out. Therefore it is strongly recommended, in the interests of client responsibility for health and safety that a work method statement is drawn up in writing, which needs to be agreed and signed by both parties.

Note: There are additional safety and competence requirements for persons engaged in cleaning the outside facings of tall buildings using such methods as cradle work, absailing or hydraulic ladder equipment and it would be prudent to ensure a risk assessment has been carried out which amongst other things should include the inspection requirements of the equipment and training certificates of all persons involved.

WORK EQUIPMENT

In compliance with the Work Equipment Regulations 1992, which came into force on January 1st 1993, The Sherwood Cleaning Group Ltd., will ensure that in its selection of equipment due regard is given to work condition/hazards existing on any premises, including Health & Safety issues posed by the use of work equipment.

They will ensure that the work equipment is properly maintained and whether the use of this equipment is likely to involve any specific risks to the Health & Safety of any person with the following constraints in mind:

- The use of work equipment will be restricted to those using it;
- Repairs/modifications/maintenance/servicing will be carried out only by people who have had specific training.

All persons who use equipment, supervise or manage work equipment will have available to them Health and Safety information and, where necessary, written instructions including:

- Conditions/methods by which equipment is to be used
- Foreseeable abnormal situations and action to be taken
- Conclusions drawn from experience in using/supervising/managing the use of specified work equipment, with special training for those carrying out special risk/repairs/modifications or servicing.

Note: More detailed information can be found in the Codes of Practice.

YOUNG PERSONS HEALTH AND SAFETY REGULATIONS 1997

In compliance with the Health and Safety Young Persons Regulations 1997 with regard to protecting young persons Health and Safety at work, whom it defines as any person under 18 years of age having an employment contract or employment relationship.

Sherwood Cleaning Group as an employer accepts that it has a general duty to ensure that young persons employed by them are protected at work from any risks to their Health or Safety, which are the consequences of their lack of experience, of absence of awareness of potential risks or the fact that young persons are not fully mature.

The prohibition does not apply to young people who are no longer children if the work is necessary for their vocational training.

Note: For further information on the implications of these regulations, please see the Codes of Practice.