Here is a draft of a dummy Health and Safety Policy for Marshalls PLC:

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\*\*Marshalls PLC Health and Safety Policy\*\*

### \*\*Introduction\*\*

At Marshalls PLC, the health, safety, and well-being of our employees, contractors, visitors, and anyone who may be affected by our activities is of paramount importance. We are committed to providing a safe and healthy working environment and ensuring compliance with all relevant health and safety legislation.

### \*\*Our Commitment\*\*

To achieve our commitment, Marshalls PLC will:

1. \*\*Maintain a Safe Workplace\*\*: Ensure that our premises, equipment, and work processes are safe and do not pose risks to health.

2. \*\*Comply with Legislation\*\*: Abide by all applicable health and safety laws, regulations, and codes of practice.

3. \*\*Promote Health and Safety Awareness\*\*: Provide adequate information, training, instruction, and supervision to employees to enable them to carry out their work safely.

4. \*\*Identify and Control Hazards\*\*: Conduct regular risk assessments to identify potential hazards and implement measures to control or eliminate these risks.

5. \*\*Encourage a Safety Culture\*\*: Foster a culture where all employees are encouraged and empowered to take responsibility for their own health and safety and that of their colleagues.

6. \*\*Ensure Emergency Preparedness\*\*: Establish and maintain procedures for dealing with emergencies, including first aid, fire safety, and evacuation procedures.

7. \*\*Monitor and Improve\*\*: Regularly review and monitor our health and safety performance and take corrective action to improve our systems and processes continuously.

### \*\*Responsibilities\*\*

- \*\*Senior Management\*\* is responsible for providing leadership on health and safety matters and ensuring that sufficient resources are allocated to implement and maintain the policy.

- \*\*Managers and Supervisors\*\* are responsible for ensuring that safe systems of work are in place, conducting risk assessments, and providing appropriate training and support to their teams.

- \*\*Employees\*\* are responsible for taking reasonable care of their own health and safety and that of others who may be affected by their actions or omissions. Employees must follow all safety rules and procedures, use personal protective equipment (PPE) as required, and report any unsafe conditions or incidents promptly.

- \*\*Health and Safety Manager\*\* is responsible for advising on all health and safety matters, ensuring that risk assessments are completed, providing training, and leading investigations into accidents or incidents.

### \*\*Procedures\*\*

1. \*\*Risk Assessment\*\*: All activities will be assessed for risk. Appropriate measures will be implemented to eliminate or control risks to an acceptable level.

2. \*\*Incident Reporting\*\*: All incidents, including near misses, must be reported immediately to a supervisor or the Health and Safety Manager. A full investigation will be conducted to prevent recurrence.

3. \*\*Training\*\*: All employees will receive appropriate health and safety training upon induction and regularly thereafter. Additional training will be provided when there are changes to work practices, equipment, or legislation.

4. \*\*PPE\*\*: Personal protective equipment will be provided and must be used as instructed. Employees must inspect PPE before use and report any damage or defects.

5. \*\*Emergency Procedures\*\*: Emergency procedures, including fire evacuation and first aid, are posted throughout the site. Regular drills will be conducted to ensure everyone knows what to do in an emergency.

### \*\*Review and Monitoring\*\*

This Health and Safety Policy will be reviewed annually or sooner if there are significant changes in legislation or working practices. Regular audits and inspections will be conducted to ensure compliance with this policy and identify opportunities for improvement.

### \*\*Policy Approval\*\*

This policy is approved by:

[Name]

[Position]

Marshalls PLC

Date: [Insert Date]