



Health and Safety Policy Statement

Document Purpose

This document, DBD Health & Safety Policy Statement, is part 1 of 3 documents comprising the DBD Health & Safety Policy. It presents our statement of intent, general policies and aims for managing health and safety at work. It is applicable to all trading companies within the DBD Group of companies, namely DBD Distribution Ltd and DBD Contracting Ltd.

Part 2, DBD Health & Safety Organisation, list the names, positions and roles of the people in DBD who have specific responsibility for health and safety.

Part 3, DBD Health & Safety Arrangements, gives the details of the practical arrangements in place, showing how our health and safety policy aims are achieved.

Policy Statement

DBD is best known for supplying and installing white goods and kitchen fittings for house builders for more than 30 years. Diversification has taken the company into planning, distributing and installation of kitchen furniture and appliances in domestic and business premises, as well as on construction sites.

Work activities involve warehousing and distribution of product by road vehicles, as well as installation of kitchens and kitchen appliances on construction sites, or other premises in various stages of completion. This work presents hazards to employees including manual handling, use of mechanical handling aids, use of tooling, COSHH substances, exposure to construction dust, connections to electrical and gas services, and occasional work at height.

The directors of the company are committed to ensuring the health, safety and wellbeing of their employees, and recognise that health encompasses both physical and psychological wellbeing. Management at all levels are responsible for promoting a positive working environment in which mental health is treated with equal importance to physical safety. Open communication is encouraged so that concerns relating to workload, stress, fatigue or personal wellbeing can be raised at an early stage and addressed sensitively, confidentially and without fear of stigma or detriment. The directors of the company are likewise committed to ensuring the health, safety and wellbeing of others who may be affected by business activities. All reasonably practicable steps will be taken to achieve these objectives, comply with all statutory obligations and promote a positive health and safety culture throughout all sections of the company.

Particular attention is paid to implementing the requirements of the Health & Safety at Work Act 1974 (HASAWA) and other legislation including, but not limited to, the Construction (Design and Management) Regulations 2015, Control of Substances Hazardous to Health Regulations 2002, Work at Height Regulations 2005, Provision and Use of Work Equipment Regulations 1998, and Manual Handling Operations 1992, to minimize the risks of injury or ill-health to the work force. The directors, working through the managers and supervisors will ensure that the following actions are taken:

- Full risk assessment is carried out and safe systems of work agreed for all hazardous activities, with regular reviews to ensure that they are suitable and sufficient to maintain health and safety.
- A safe workplace is maintained, ensuring safe access and egress, with adequate and suitable facilities for the welfare of employees and visitors.

- Suitable vehicles, tooling and equipment will be provided, properly maintained, and fitted with appropriate safety devices to ensure safe use.
- The use of hazardous substances and materials is minimised, and suitable controls implemented where they cannot be fully eliminated.
- Arrangements are established for use, storage, handling, and transport of articles necessary for work activities that ensure health and safety.
- Supply adequate information, instruction, training, and supervision to ensure the health and safety of all employees, and others who may be affected by their work.
- Arrangements are maintained for response to emergency situations such as fire, first aid and evacuation of premises.
- Obtain health and safety advice by a variety of methods, including provision of appropriate training and resources to a member of the management team to enable this role to be carried out effectively within the company.
- Work practices are to be monitored, and appropriate health surveillance arranged where a need is identified by the nature of the work, or absence records.
- Provide protection for the health, safety, and welfare of all visitors to company premises, including contractors, temporary workers, and members of the public.
- Check the competence of all contractors engaged to undertake work on behalf of the company and provide all necessary information to enable them to carry out any assigned work safely.
- Workers are provided with support and instruction to enable them to assess risk while working at locations other than those belonging to the company, to assist them to maintain a safe working environment and system of work.
- Sufficient funding and resource are made available to meet the Health and Safety needs of the company.

This policy will be drawn to the attention of all new employees as part of their health and safety induction, and by means of periodic review at staff briefings the company will ensure that all employees understand their obligations to:

- Take reasonable care of their own health and safety, and that of other persons who may be affected by their acts or omissions while at work.
- Refrain from interfering with, misusing or wilfully damaging any equipment provided to maintain health, safety, and good welfare.
- Cooperate fully with the company in its arrangements and procedures to maintain the health and safety for all employees and third parties. This obligation extends to implementing the safety rules of other employers when working on their premises or sites.
- Report all deficiencies in arrangements for health and safety without delay.
- Never carry out or authorise practices which place themselves, work colleagues, other trades, or members of the public at risk or breach legal requirements.
- Aid in the development of our safety culture by cultivating the correct attitude, behaviour, and values regarding safe working. These are key in the influence on their approach to work and ultimately the company's health and safety performance.

To ensure the effectiveness of this policy, the Board of Directors have appointed the Group People Director to monitor its implementation through the management structure, and to arrange:

- A review at least annually or following significant change to the business, of the organisation and arrangements for health and safety within the company.
- To make subsequent revisions known to all employees.
- Effective consultation and communication between all levels of management and staff where changes are required and implemented.

This policy signed and authorised by the Group People Director, on behalf of the Board of Directors of the DBD Group.



1st April 2026

Jody Charles – Group People Director