



Health and Safety Policy

1. Introduction

Bremner & Co is committed to ensuring the health, safety, and well-being of all our employees, contractors, clients, and visitors. This policy outlines our commitment to comply with the Health and Safety at Work etc. Act 1974 and other relevant UK legislation while promoting a safe and healthy working environment.

2. Policy Objectives

- To provide a safe and healthy working environment.
- To prevent accidents, injuries, and work-related ill health.
- To ensure compliance with all relevant health and safety legislation.
- To promote a positive health and safety culture within the organisation.

3. Responsibilities

Management Responsibilities

Overall and final responsibility for Health and Safety lies with the CEO, Myles Bremner, who will liaise with staff members to ensure that their health and safety responsibilities are carried out.

- Ensure the implementation and maintenance of this policy.
- Provide adequate resources for health and safety management.
- Ensure all employees are aware of their health and safety responsibilities.
- Review and update this policy regularly, particularly when there are changes in legislation or company operations.

Employee Responsibilities

- Take reasonable care of their own health and safety and that of others.
- Cooperate with management on health and safety matters.
- Use work equipment correctly and follow safety instructions with regards to working with display screen equipment.
- Report any health and safety concerns to management immediately.

4. Risk Assessment

- Conduct regular risk assessments to identify potential hazards.
- Implement appropriate measures to mitigate identified risks.
- Ensure risk assessments are documented and reviewed periodically.

5. Training and Competence

- Provide health and safety training for all employees, including induction and refresher training.
- Ensure employees are competent to carry out their duties safely.
- Keep records of all training undertaken.

6. Workplace Safety

- Maintain a clean, tidy, and safe working environment.
- Ensure all work equipment is maintained and used correctly.
- Provide appropriate personal protective equipment (PPE) where necessary.
- Implement emergency procedures, including fire safety and first aid.

7. Reporting and Investigating Accidents

- Encourage prompt reporting of all accidents, incidents, and near-misses.
- Investigate all accidents and incidents to identify root causes and prevent recurrence.
- Maintain records of all reported incidents and the outcomes of investigations.

8. Health and Well-being

- Promote health and well-being initiatives within the workplace.
- Provide support for employees' mental health and well-being.
- Encourage work-life balance and provide flexible working arrangements where possible.

9. Consultation and Communication

- Consult with employees on health and safety matters through regular meetings and briefings.

- Ensure clear communication of health and safety information and updates.

10. Monitoring and Review

- Monitor health and safety performance through regular audits and inspections.

- Review and update health and safety policies and procedures as necessary.

- Ensure continuous improvement in health and safety standards.

11. Contractor Management

- Ensure contractors understand and comply with Bremner & Co's health and safety standards.

- Assess contractors' health and safety performance and maintain records of these assessments.

12. Compliance with Food Safety Standards

- Ensure that all food-related activities comply with relevant food safety legislation and guidelines.

- Implement appropriate food safety management systems and procedures.

13. Policy Review

This Health and Safety Policy will be reviewed annually or whenever there are significant changes in legislation or company operations.

14. Approval

This Health and Safety Policy has been approved by the undersigned.



Myles Bremner

Chief Executive Officer

3rd January 2026