

Health & Safety Policy

A previously family-owned business and now an Employee-Owned Trust (EOT) with over 95 years of experience Harlow Timber Group is primarily engaged in the design, preservative treatment, painting, manufacture, storage, sales and distribution of timber, panels, products, engineered timber products, timber frame and prefabricated timber buildings parts.

The Harlow Timber Group is committed to:

- Providing safe and healthy working conditions, reducing risk, ensuring the health, safety and welfare, and elimination of hazards that may result in an injury and ill health of its employees and others who may be affected by our activities.
- The Harlow Timber Group is committed to ensure that its statutory and legal duties, and other requirements to which we subscribe, are always met.
- The Harlow Timber Group will take steps to provide information, instruction, training, and supervision to ensure personal safety at work, along with a commitment to continual improvement.
- Regular meetings will take place between Directors, Managers, Supervisors, employees, and employee representatives through our Group safety committees to discuss, plan, control, and review Health & Safety.
- We will use the Management Review meeting as a framework for reviewing Health & Safety Objectives.
- Through worker and others participation and consultation, we will communicate this policy to all persons who work in, and on behalf of the Harlow Group and we will make this policy available to the public and other interested parties through our website.

Health & Safety Objective 2026/27:

- To continuously review and improve the general housekeeping and safe storage across the Group with the additional introduction of associated Golden Rules.
- Review & Improve traffic management & signage systems within the Group.

This policy will be regularly monitored to ensure that objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or Harlow Group changes.



J R Harlow
Director



I T Fuller CMIOSH GradMWA
Group Health & Safety Manager

Review: March 2027