



# AK9 SECURITY AND FM SOLUTIONS LTD

## HEALTH AND SAFETY POLICY STATEMENT



### ADDRESS

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AK9 Security & FM Solutions Ltd's health and safety policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, and to provide such information, training and supervision as required for this purpose, in accordance with current health and safety legislation.

We also accept our responsibility for the health and safety of other people who may be affected by our activities and as an employer will conduct our activities in accordance with current health and safety legislation so to ensure that both employees and other people are not exposed to risks to their health and safety.

The allocation of duties for safety matters and the particular arrangements, which we will make to implement the policy, are set out in our Health and Safety Policy. The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this the policy and the way in which it is operated will be reviewed annually.

As a requirement by the Health and Safety at Work Act 1974, a copy of this statement will be given to all employees on the commencement of their employment. Written confirmation of this is recorded on the employee's file. A full copy of our health and safety policy is displayed at our head offices.

If monitoring shows that the company, or areas within it, are not representative, or that sections of our workforce are not progressing properly within the company, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, Company policies and practices as well as consideration of taking legal 'positive action'.

#### **GRIEVANCES/DISCIPLINE**

Employees have a right to pursue a complaint concerning discrimination or victimisation using the company grievance or harassment procedures. Discrimination and victimisation will be treated as disciplinary offences and they will be dealt with under the company disciplinary procedure.

#### **REVIEW**

The effectiveness of this policy and associated arrangements will be reviewed annually by the Managing Director.

Signed: 

**Name:** Faisal Ali

**Position:** Managing Director