

Behavioural Safety Policy Statement

Visual Interiors & Partitions Ltd has implemented a behavioural safety programme, **Think Safe Work Safe**, which is founded on the belief that behaviour turns systems and procedures into reality. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work related skill.

Our aim will be to promote an understanding of safety and to identify how we can positively influence behaviour. It is estimated that up to 90% of workplace injuries are caused by unsafe behaviour. Visual Interiors & Partitions Ltd will also operate a number of initiatives to support a reduction in unsafe behaviour.

- Visible health and safety leadership is invaluable and, as such, Site Supervisors and Site Managers will be trained in behavioural safety techniques through attending courses such as SSSTS, SMSTS and other construction industry training.
- All employees will receive on-going training to recognise both safe and unsafe practices and are encouraged to stop unsafe activities and suggest improvements to working methods through attending on site Team Briefs, Toolbox talks and other construction industry training.
- Visual Interiors & Partitions Ltd Senior Managers are strongly committed to an 'Open Door' management style and operatives are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Operatives will receive feedback on their safety performance on site and any suggestions will be addressed.
- A yellow card award system on all of our sites across the business, where if operatives are found to be ignoring Safe Systems of Work, i.e. not wearing the required PPE for the task that they are carrying out, or not working in accordance with the work instructions, etc, they will be issued with a yellow card.
- Two yellow cards within a 6 month period and they will be immediately suspended pending a disciplinary hearing within (one week) which may lead to a final warning or even dismissal.

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Visual Interiors & Partitions Ltd will periodically assess the strength of our safety culture and plan future improvements accordingly.


Our Employees will be encouraged to play their part by our “If you don’t think it is safe, don’t do it” motto and be able to challenge and report site managers or operatives that disregard safety instructions and procedures (this can be done anonymously).

Safety procedures, instructions, equipment, and tools have been provided to keep our Operatives, sub-contractors and Visitors safe! - following them is mandated throughout the company to enable the best chance of doing a job safely.

The company has a Workplace behaviour Code of Practice that is encouraged throughout the company:

- **Company values:** Reflects the company's core values, mission, and vision.
- **Professional expectations:** Sets standards for punctuality, reliability, honesty, and good conduct.
- **Respect and diversity:** Promotes respect for colleagues and prohibits unfair discrimination based on identity.
- **Confidentiality:** Establishes rules for protecting private information.
- **Social media guidelines:** Sets expectations for employee behaviour on social media to protect the company's public image.
- **Health and safety:** Addresses inappropriate or unreasonable behaviour that can create health and safety risks, including bullying, harassment, violence, and aggression.
- **Disciplinary processes:** Outlines the consequences and processes for addressing violations of the code.

This policy statement will be reviewed annually as a minimum.

Date of Issue: 01 November 2025	Signed: 
Date of Next Review: November 2026	Print Name: Philip Barker

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