



FLAMESTAR LTD

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Health & Safety Policy

Document Reference: FLS-HS-001 Version: 1.0 Issue

Date: May 2026 **Review Date:** May 2027

Policy Owner: Amandeep Singh, Director **Applies To:** All employees, subcontractors, and on-site personnel

Part 1: Statement of Intent

Flamestar Ltd is committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of all employees, operatives, subcontractors, and any other persons who may be affected by our work activities. We operate across the construction and property maintenance sector delivering responsive repairs, void refurbishments, roofing, and compliance works. We recognize that these activities carry inherent risks, and we accept our responsibility to manage those risks effectively, consistently, and in full compliance with all applicable legislation.

Flamestar Ltd commits to:

- Providing and maintaining a safe working environment with safe means of access and egress on all sites
- Conducting suitable and sufficient risk assessments for all work activities before work commence
- Eliminating hazards and reducing risks to as low as is reasonably practicable through effective planning and control
- Providing all employees and operatives with the information, instruction, training, and supervision necessary to carry out their work safely
- Ensuring all plants, equipment, and materials used in our operations are safe and properly maintained
- Providing appropriate welfare facilities on all sites in accordance with the Construction (Design and Management) Regulations 2015
- Consulting with our workforce on health and safety matters and encouraging open reporting of hazards, near misses, and unsafe conditions
- Investigating all accidents, incidents, and near misses to identify root causes and prevent recurrence



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- Setting measurable health and safety objectives, monitoring performance, and reviewing our arrangements to drive continuous improvement
- Ensuring all subcontractors and supply chain partners meet the health and safety standards required for the activities they undertake on our behalf
- Allocating sufficient resources — financial, human, and technical — to health and safety at all levels of the business

This policy will be reviewed annually as a minimum and updated in response to changes in legislation, working practices, operational incidents, or business growth.

The Director of Flamestar Ltd accepts overall and final responsibility for health and safety throughout the organization.

Part 2: Responsibilities

Amandeep Singh, Director has overall and final responsibility for health and safety compliance across the business. The Director is responsible for ensuring this policy is implemented effectively, that all legal obligations are met, that adequate resources are in place, and that health and safety performance is reviewed regularly.

Contract Managers are responsible for pre-works planning, producing or procuring suitable risk assessments and method statements before work commence, understanding and communicating client health and safety requirements, and ensuring all operatives are briefed on the hazards and controls relevant to their work.

Site Supervisors are responsible for conducting site inductions, delivering toolbox talks, carrying out regular site inspections, monitoring PPE compliance, maintaining site welfare facilities, verifying operative competency and certification, and reporting all accidents, incidents, and near misses to the Director without delay.



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All employees, operatives, and subcontractors are responsible for following all safe working procedures, using equipment and PPE correctly as instructed, attending all inductions and briefings, reporting hazards and unsafe conditions to their supervisor immediately, and cooperating fully with all health and safety requirements on site.

Part 3: Arrangements

Risk Assessment All work activities are assessed before work commences. Contract Managers and Site Supervisors produce suitable and sufficient risk assessments and method statements for all tasks. These are communicated to all operatives at pre-start briefings and reviewed whenever working conditions change. Subcontractors are required to provide their own risk assessments relevant to their scope of work.

Training All employees and operatives receive a site induction before commencing work. Trade-specific qualifications and certifications including CSCS cards, Gas Safe registration, and IPAF/PASMA are verified before operatives are permitted on site. Toolbox talks are delivered regularly throughout all contracts. Training records are maintained and reviewed by the Director annually.

Consultation The Director and Site Supervisors consult with employees and operatives on health and safety matters through site inductions, toolbox talks, and pre-start briefings. Operatives are encouraged to raise concerns, report hazards, and suggest improvements without fear of reprisal. All feedback is considered and acted upon promptly.

Evacuation In the event of an emergency requiring evacuation, all operatives must stop work immediately and proceed to the designated assembly point identified during the site induction. The Site Supervisor is responsible for accounting for all people on site and contacting the emergency services where required. Re-entry to site is not permitted until confirmed safe by the Site Supervisor or client representative.



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First Aid An appropriate number of trained first aiders and stocked first aid kits are maintained on all sites in accordance with the Health and Safety (First Aid) Regulations 1981. The location of first aid equipment and the identity of the first aider are communicated to all operatives at induction. All first aid incidents are recorded and reported to the Director.

Accident Reporting All accidents, injuries, near misses, and dangerous occurrences are recorded in the company accident book. Incidents reportable under RIDDOR 2013 are reported to the HSE within the required timescales by the Director. All incidents are investigated promptly to identify root causes and prevent recurrence. Records are retained for a minimum of three years.

Fire A risk assessment is carried out on all sites before work commences. Fire extinguishers appropriate to the fire risks present are provided and maintained. All operatives are informed of fire risks, fire prevention measures, and evacuation procedures at induction. Hot works are subject to a Permit to Work and appropriate fire watch arrangements.

Personal Protective Equipment (PPE) Appropriate PPE is identified through risk assessment and provided to all operatives free of charge. PPE requirements are communicated at induction and always enforced on site. Operatives are responsible for using PPE correctly and reporting damage or defects to their supervisor immediately.

COSHH All hazardous substances used in our operations are assessed under the Control of Substances Hazardous to Health Regulations 2002 before use. COSHH assessments are communicated to all relevant operatives. Substitution with less hazardous alternatives is considered wherever practicable. Hazardous substances are stored, used, and disposed of in accordance with their safety data sheets.

Working at Height All work at height is planned and supervised in accordance with the Work at Height Regulations 2005. A hierarchy of controls is applied — avoiding work at height where possible, using collective protection, and only using personal protective equipment as a last resort. Scaffolding, mobile elevated work



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platforms, and ladders are inspected before use and used only by competent operatives holding the relevant certification.

Manual Handling Manual handling risks are assessed and reduced wherever reasonably practicable using mechanical aids, task rotation, and job planning. Operatives are trained in safe manual handling techniques and advised of specific risks at induction and through toolbox talks.

Subcontractor Management All subcontractors are assessed for health and safety competence before engagement. Subcontractors are required to operate in accordance with this policy, provide their own risk assessments and method statements, ensure their operatives hold the required qualifications, and comply with all site rules and client health and safety requirements.

Welfare Adequate welfare facilities are provided on all sites in accordance with the Construction (Design and Management) Regulations 2015, including sanitary facilities, washing facilities, rest areas, and drinking water. Welfare standards are maintained throughout the duration of work and inspected regularly by the Site Supervisor.

Part 4: Legal Framework

This policy has been developed in accordance with:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Construction (Design and Management) Regulations 2015
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- Control of Substances Hazardous to Health Regulations 2002 (COSHH)
- Work at Height Regulations 2005
- Health and Safety (First Aid) Regulations 1981



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- Personal Protective Equipment at Work Regulations 1992
- Manual Handling Operations Regulations 1992
- Regulatory Reform (Fire Safety) Order 2005

Part 5: Review & Monitoring

This policy will be reviewed:

- Annually as a minimum
- Following any accident, incident, or near miss
- In response to changes in legislation, working practices, or business operations
- Following any enforcement action or improvement notice

This policy has been authorized and signed by the most senior person in the organization:

Name: Amandeep Singh

Position: Managing Director

Date: May 2026

Signature: 