

# PrimePath Health & Safety Policy

Last updated: 11 February 2025

## Policy Statement

PrimePath commits to delivering commercial cleaning & facility management services with the precision of nuclear engineering and the care of trusted partners. We prioritise the safety of our teams, clients, and communities by eliminating risks at their source – **never settling for “good enough.”**

Our Promise:

- **Zero Harm:** Achieve 100% compliance with UK H&S legislation as a baseline, not a goal.
- **Engineering-Minded Controls:** Apply "measure twice, act once" methodologies to hazard management.
- **Employee First:** Invest in training, tools, and well-being to empower safer outcomes.

## Roles & Responsibilities

### **Founder/CEO:**

- Final accountability for H&S resourcing and cultural alignment with nuclear-industry rigor.

### **Operations Director:**

- Translate policy into actionable systems (e.g., 24/7 reliability protocols).
- Audit site-specific risk controls quarterly.

### **Safety Lead:**

- Conduct unannounced "no shortcuts" inspections using engineering failure-mode analysis.
- Curate monthly safety micro-trainings (10 mins/team).

### **Team Leaders:**

- Daily pre-shift safety huddles + real-time hazard logging via PrimePath's app.

### **All Employees:**

- **Right to Pause:** Authority to halt unsafe work without repercussion.
- **Near-Miss Champions:** Report minor incidents to prevent major ones.

## Core Procedures

## Risk Mitigation

1. **Pre-Task Analysis:** All jobs require a “Dual Check” (2 trained staff validate controls).
2. **Eco-Conscious Controls:** Prioritise chemical-free solutions; where needed, use Green Seal-certified products.

## Equipment & PPE

- **Nuclear-Grade Calibration:** Bi-monthly equipment checks aligned with ISO 45001.
- **PPE Guarantee:** Replace worn gear within 4 hours of request.

## Incident Response

- **Transparent Reporting:** 1-hour incident alert window; clients receive root-cause analysis within 72 hours.

## Subcontractor Governance

- **Vetting:** Partners must match PrimePath’s safety score + pass surprise audits.

## Employee Development

- **Safety Scholarships:** Fund NVQs in H&S for top 10% of performers annually.
- **Well-Being Checks:** Monthly mental health pulse surveys + confidential counselling access.

## Performance Metrics

KPI	Target	Reporting Frequency
Training Completion	100%	Real-time app tracking
Near-Miss Reports	+15% YoY	Quarterly reviews
PPE Compliance	100%	Weekly leaderboards

## Policy Review

- **Bi-Annual Deep Dive:** Cross-functional team assesses emerging risks (e.g., new cleaning tech).
- **Client Feedback Loop:** Integrate client safety observations into improvement plans.

**Approved By:** David Vega, Founder

**Effective Date:** 11 February 2025