



BEHAVIOURAL SAFETY POLICY

ALTIUS LIFTS LTD are aware that Human Factors can influence Health and Safety in the workplace and it is reported that inappropriate behaviour causes a significant number of accidents and incidents. Employee attitudes can also determine whether Health and Safety Management Systems are implemented effectively and how they perform.

As such ALTIUS LIFTS LTD believe that employees have a vital role to play with regards to Health and Safety. This is firmly established in our Occupational Health and Safety Management System.

We are dedicated to employee consultation and committed to ensuring management and employee participation on safety matters. We believe this is vital to enable our management team and employees to meet their Health and Safety responsibilities.

We also encourage a positive safety culture amongst all level of employees and emphasise constructive communication relating to problems rather than just negative reactions to incorrect behaviour. However individual cases and the circumstances surrounding them differ therefore in some cases disciplinary action may have to be taken.

Our first step towards changing our employee's behaviour is to define 'safe' and 'unsafe' behaviour and inform and instruct them on what we expect from them in terms of their behaviour in the workplace relating to Health and Safety.

Our management team are required to observe behaviour in the workplace and provide feedback to our employees. This can include 'on the spot' discussions, giving advice or re-educating employees on what type of behaviour is expected from them. It is essential the management team know what to look for and how to positively deal with situations that arise and so we have the responsibility to ensure they have been given the necessary training to do this.

Providing feedback is usually done 'on the spot' however we may also or as well as communicate through impersonal memos, letters or the displaying of relevant information or posters around the workplace where a specific behavioural problem has been found.

As well as correcting unacceptable behaviour it our policy to encourage and praise good behaviour in relation to Health and Safety.

We actively encourage our employees to raise Health and Safety concerns prior to and during work even where timescales or monetary implications are important. These are the times when situations can be overlooked and accidents or incidents occur that could have been easily prevented.

We review our policy on Behavioural Safety on an annual basis in conjunction with our Occupational Health and Safety Management System.

Paula Bettridge

Paula Bettridge
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