

McBride Racing Limited: Health and Safety Policy

1. Statement of Intent

McBride Racing Limited is committed to providing a safe and healthy working environment for all its employees, customers, and visitors across all its retail betting shops in Northern Ireland and the the Republic of Ireland. We recognise our moral and legal responsibilities to ensure the health, safety, and welfare of everyone affected by our operations.

We aim to achieve this by:

- Complying with all relevant health and safety legislation, regulations, and approved codes of practice in both Northern Ireland (e.g., Health and Safety at Work (Northern Ireland) Order 1978) and the Republic of Ireland (e.g., Safety, Health and Welfare at Work Act 2005).
- Providing and maintaining safe premises, plant, and equipment.
- Ensuring safe systems of work are in place and followed.
- Providing necessary information, instruction, training, and supervision.
- Consulting with employees on matters affecting their health and safety.
- Assessing and controlling risks to health and safety.
- Reviewing and revising this policy regularly.

2. Responsibilities

2.1. Overall Responsibility (Directors/Company Management)

The Managing Director, Directors and Chief Executive Officer of McBride Racing Limited hold the ultimate responsibility for health and safety within the company. They will:

- Provide adequate resources to implement this policy effectively.
- Ensure that health and safety is an integral part of business decision-making.
- Appoint competent persons to assist in fulfilling health and safety duties.
- Regularly review health and safety performance.

2.2. General Management Team Responsibilities

Members of the General Management Team are responsible for implementing this policy within their areas of control. They will:

- Ensure that risk assessments are carried out and reviewed regularly for their shops.
- Implement control measures identified in risk assessments.
- Provide adequate supervision to ensure safe working practices are followed.

- Ensure all employees receive appropriate health and safety training.
- Investigate all accidents, incidents, and near misses, and report them as required.
- Ensure all equipment is maintained and safe to use.
- Promote a positive health and safety culture.
- Address any health and safety concerns raised by employees or customers promptly.

2.3. Supervisor, Assistant Supervisor, and Employee Responsibilities

All employees have a legal duty to cooperate with McBride Racing Limited on health and safety matters. Employees will:

- Take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.
- Cooperate with management on health and safety matters.
- Use equipment and substances in accordance with training and instructions.
- Report any hazards, defects in equipment, or unsafe practices immediately to their manager.
- Report all accidents, incidents, and near misses, no matter how minor.
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, or welfare.

3. Risk Assessment

McBride Racing Limited will conduct suitable and sufficient risk assessments for all significant hazards present in its retail betting shops. This includes, but is not limited to:

- **Manual Handling:** Risks associated with lifting, carrying, pushing, and pulling.
- **Slips, Trips, and Falls:** Hazards such as wet floors, uneven surfaces, and obstructions.
- **Fire Safety:** Ensuring adequate fire prevention, detection, and escape routes.
- **Electrical Safety:** Safe use and maintenance of electrical equipment.
- **Work-Related Stress:** Identifying and mitigating factors contributing to stress.
- **Security:** Risks associated with cash handling, lone working, and potential for violence/aggression.
- **Display Screen Equipment (DSE):** Ergonomic risks for employees using computers.
- **Asbestos:** Where applicable in older buildings, ensuring proper management.
- **Violence and Aggression:** Procedures for dealing with difficult customers or potential incidents.

Risk assessments will be reviewed:

- Annually.
- Whenever there is a significant change in the workplace (e.g., new equipment, new procedures, layout changes).
- Following an accident or incident.

4. Emergency Procedures

Clear and effective procedures will be established and communicated for emergencies, including:

4.1. Fire Safety

- **Fire Risk Assessment:** Each shop will have a current fire risk assessment.
- **Fire Evacuation Plan:** Clearly displayed fire evacuation routes and assembly points.
- **Fire Fighting Equipment:** Appropriate and regularly maintained fire extinguishers.
- **Fire Drills:** Regular fire drills will be conducted.
- **Fire Marshals:** Trained fire marshals will be appointed where necessary.

4.2. First Aid

- **First Aid Assessment:** Each shop will have a first aid needs assessment.
- **First Aiders:** Appointed and trained first aiders will be available.
- **First Aid Kits:** Clearly marked and adequately stocked first aid kits will be available.
- **Reporting:** All first aid treatments will be recorded.

4.3. Robbery/Aggression

- **Procedures:** Clear procedures for staff to follow in the event of a robbery or aggressive behaviour.
- **Training:** Staff will receive training on de-escalation techniques and security procedures.
- **Reporting:** All incidents will be reported to the police and company management immediately.

5. Information, Instruction, Training, and Supervision

McBride Racing Limited will ensure that all employees receive adequate health and safety information, instruction, training, and supervision relevant to their roles. This will include:

- Induction training for new employees, covering general health and safety principles and specific shop hazards.
- Job-specific training (e.g., manual handling, DSE, cash handling, security procedures).
- Emergency procedures training.
- Regular refresher training.
- Supervision to ensure safe working practices are maintained.

6. Accident Reporting and Investigation

All accidents, incidents (including near misses), and cases of work-related ill health will be reported, recorded, and investigated.

- **Reporting:** Employees must report all incidents to their manager immediately.
- **Investigation:** Investigations will be conducted to identify root causes and implement corrective actions to prevent recurrence.
- **Statutory Reporting:** Accidents and dangerous occurrences will be reported to the relevant authorities as required by law in Northern Ireland (e.g., HSENI under RIDDOR) and the Republic of Ireland (e.g., HSA under S.I. No. 252/2016).

7. Consultation

McBride Racing Limited believes that effective health and safety management requires active participation and consultation with employees.

- Employees will be consulted on health and safety matters that affect them.
- Feedback and suggestions from employees regarding health and safety will be encouraged and taken seriously.

8. Welfare Facilities

Adequate welfare facilities will be provided at each retail shop, including:

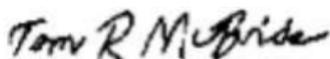
- Access to clean drinking water.
- Toilet facilities.
- Washing facilities.
- Rest areas where appropriate.

9. Monitoring and Review

This Health and Safety Policy and its associated procedures will be monitored regularly to ensure their effectiveness.

- **Regular Inspections:** Workplace inspections will be carried out to identify hazards and ensure compliance.
- **Performance Review:** Health and safety performance will be reviewed annually by senior management.
- **Policy Review:** This policy will be reviewed and updated at least annually, or more frequently if there are significant changes in legislation, company operations, or following serious incidents.

Signed:



Tom McBride, Chief Executive Officer

Date: 01/01/2025

Review Date: 01/01/2026