

Health & Safety Report

2024

J&A (INTERNATIONAL) LTD

January 2, 2025
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Health & Safety Report

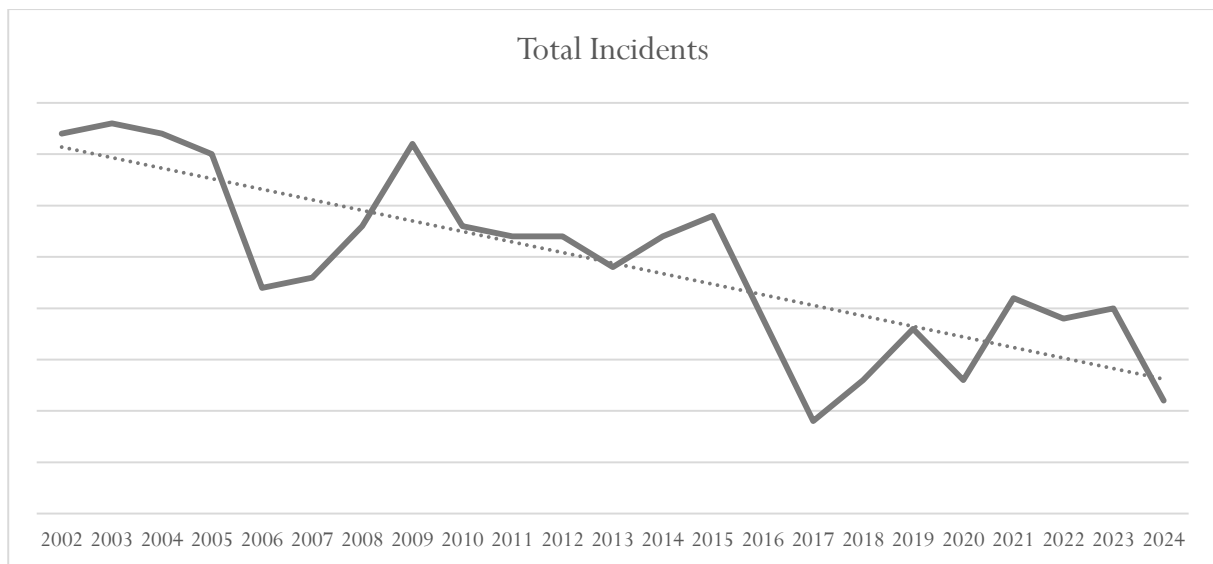
2024

Introduction

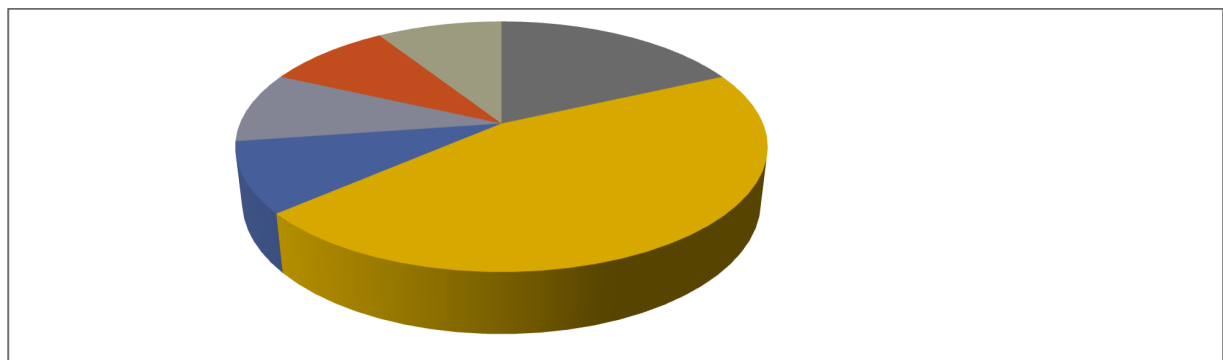
This report demonstrates J&A (International) Ltd continued commitment into continuous improvements in Health & Safety during 2024, during a very busy year of changes and improvements.

Accidents & Incidents 2024

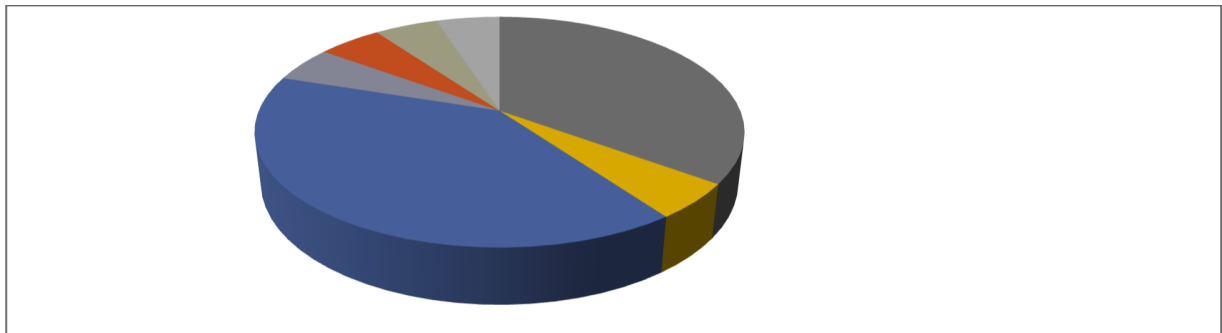
Overall, this shows a downward trend, shown below:



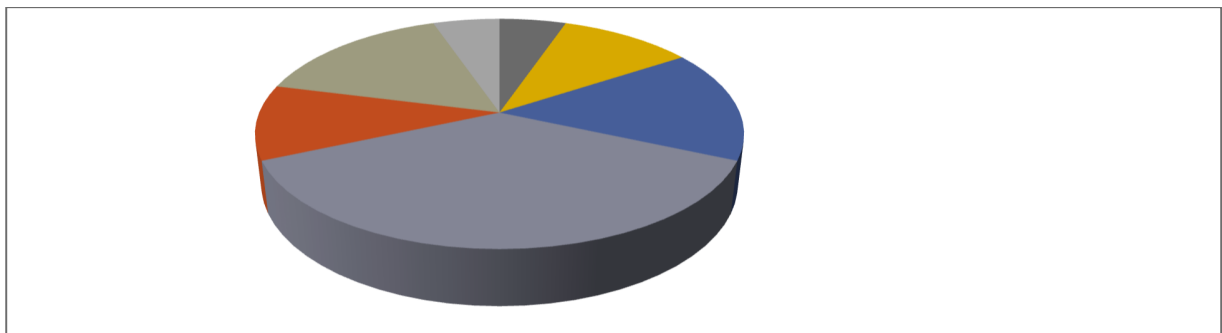
These occurred in the below areas:



In 2023 which occurred in the below areas:

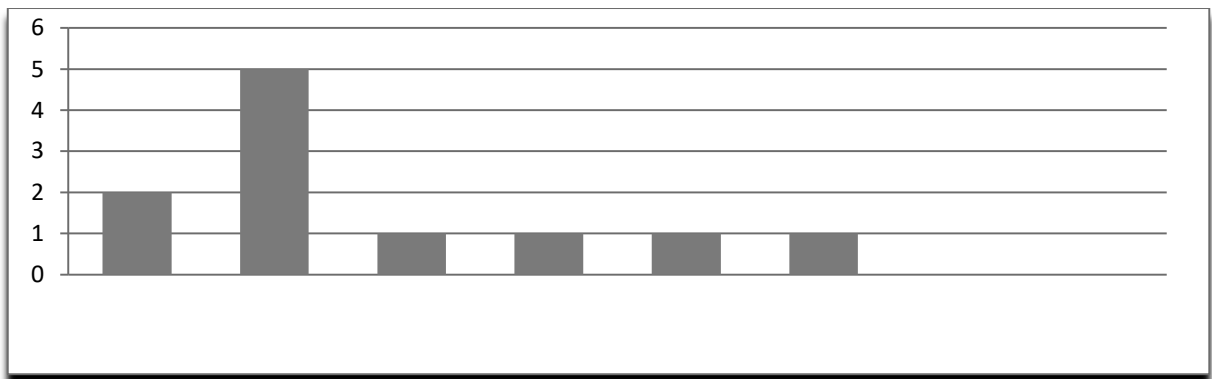


In 2022 occurred in the below areas:



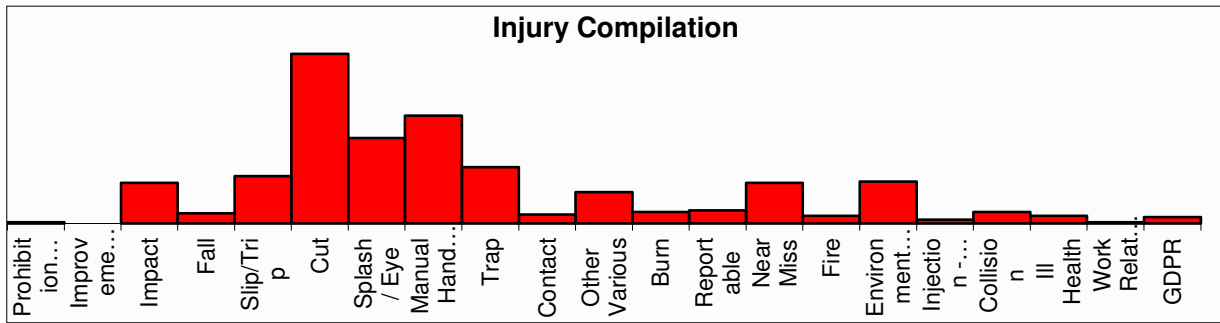
The most incidents over 2024 were in one Department with 5 incidents.

The total incidents were:

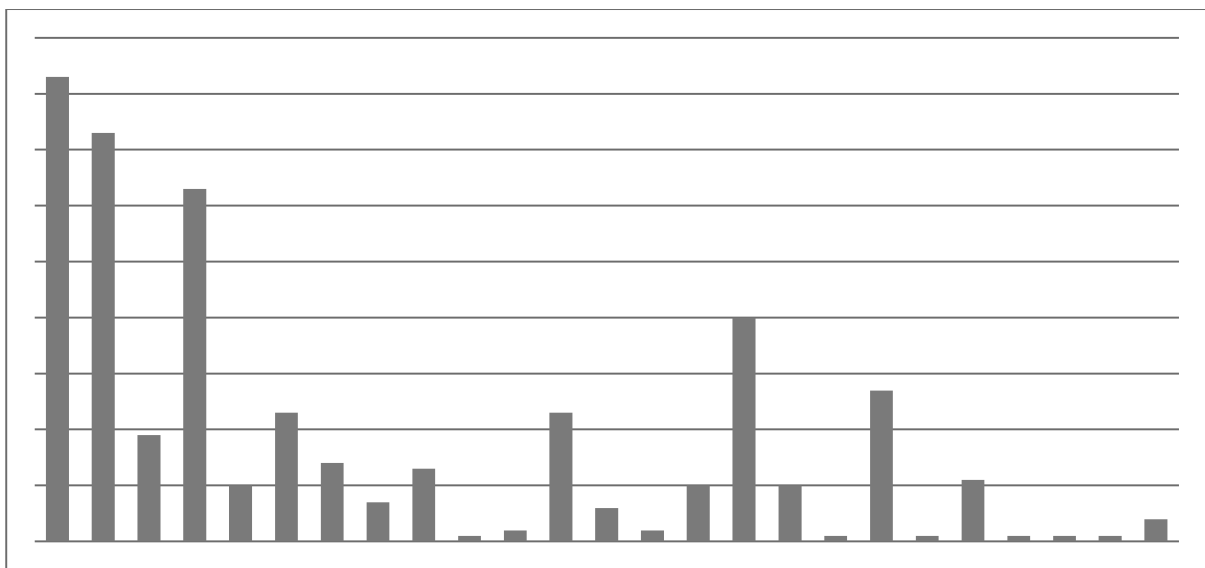


The largest incident area being due to a cut of some variety. This was 7 incidents.

Over the past 19 years this has also been a cut injury, shown below:

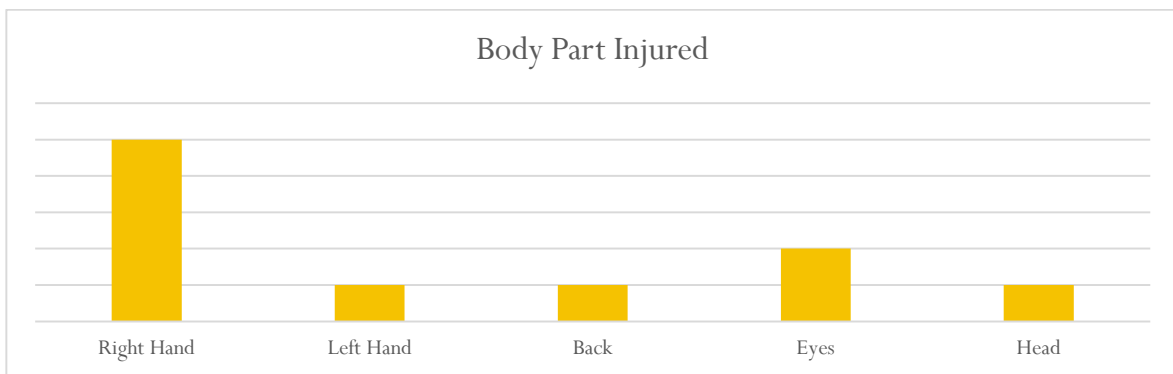


Below shows the total incidents per department over the past 19 years.



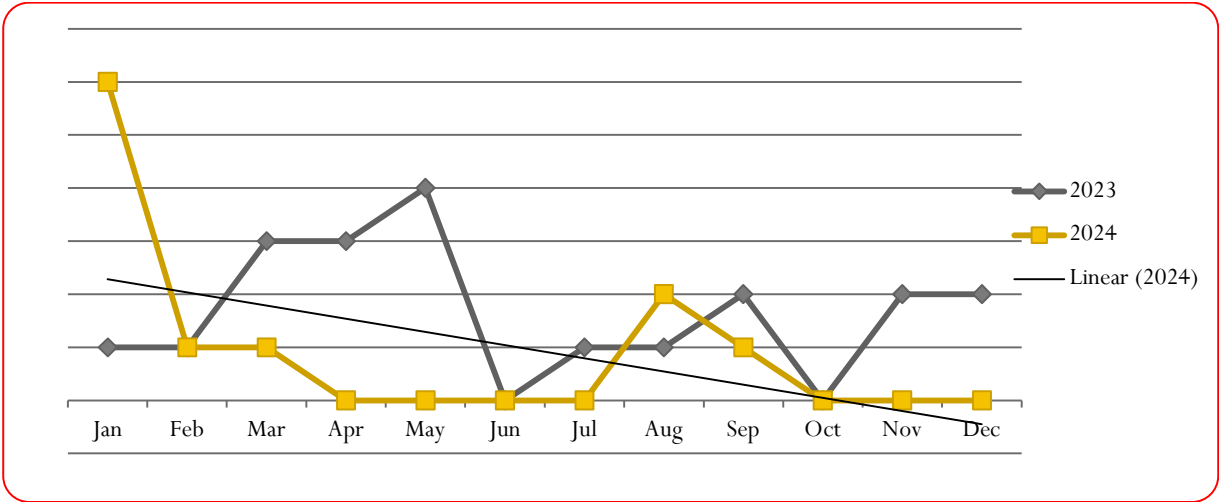
2024 was well below this average

Injury to the body over the year is shown below.

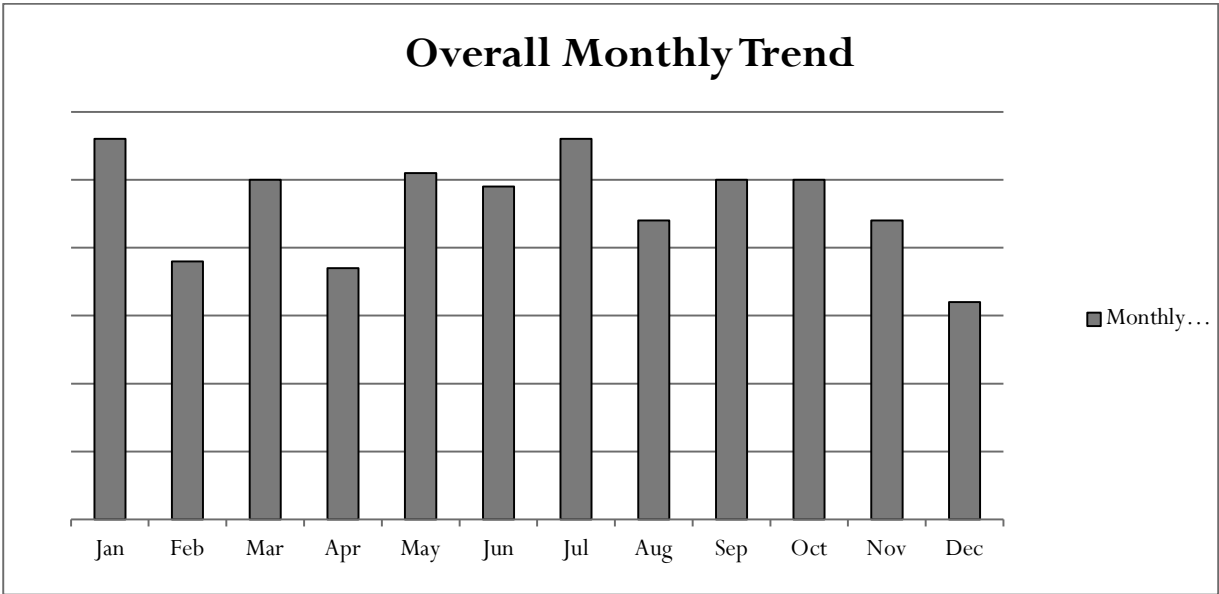


Mainly a cut to the right hand. (One incident not an injured body part).

The monthly trend shows a peak of incidents in January, which was a lot higher than at any other point throughout the year. Shown below:

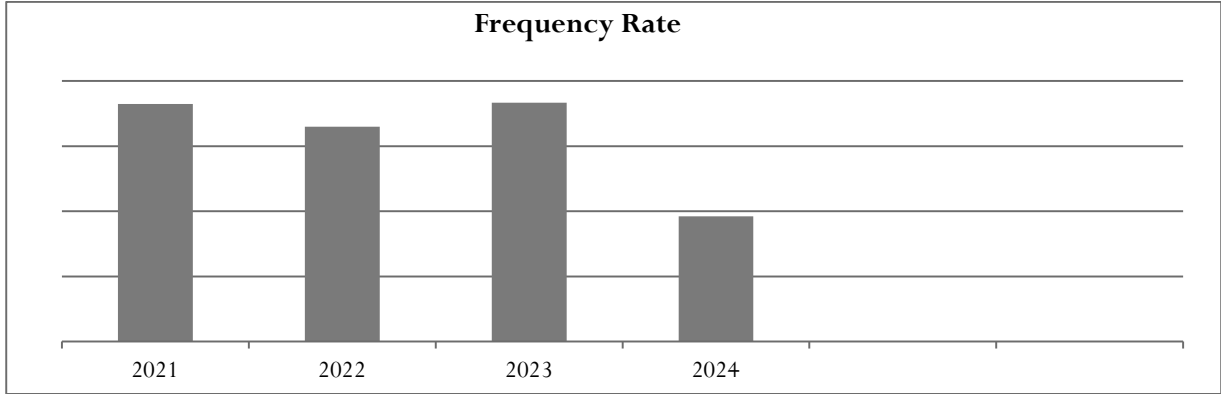


This does follow the overall peak of incidents which has occurred over the past few years, shown below:



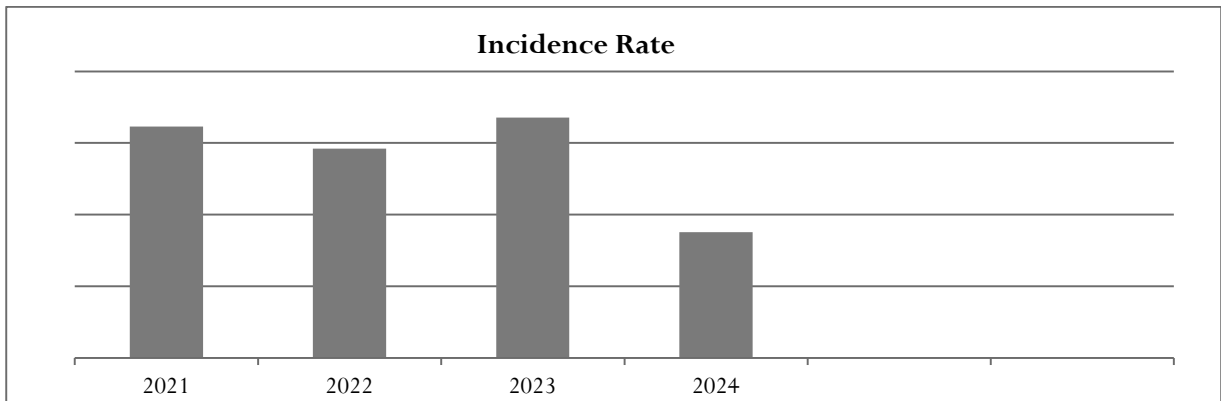
Accident Frequency Rate

The accident frequency rate is shown below. This shows injuries per hours worked.



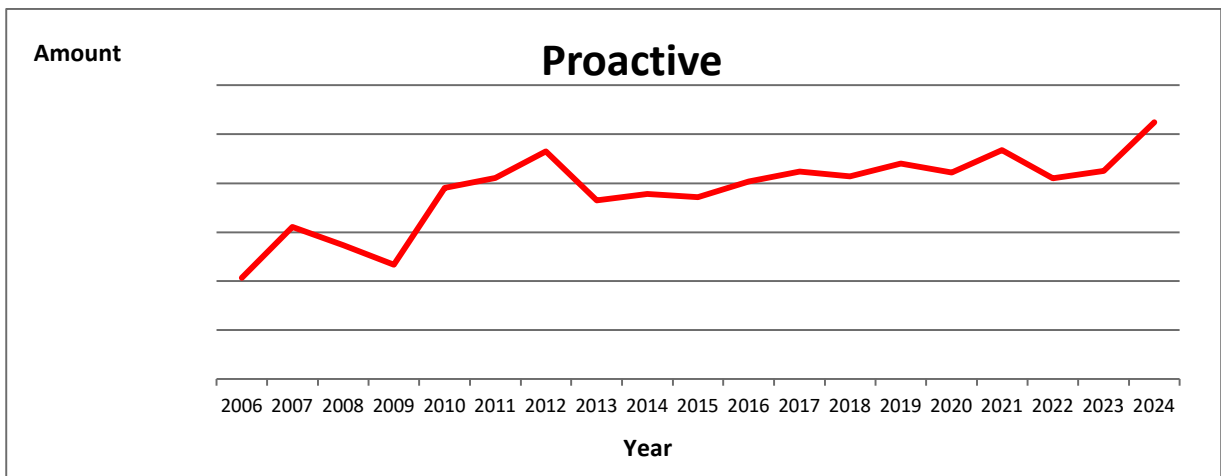
This shows a large decrease in 2024.

The incidence rate is shown below:

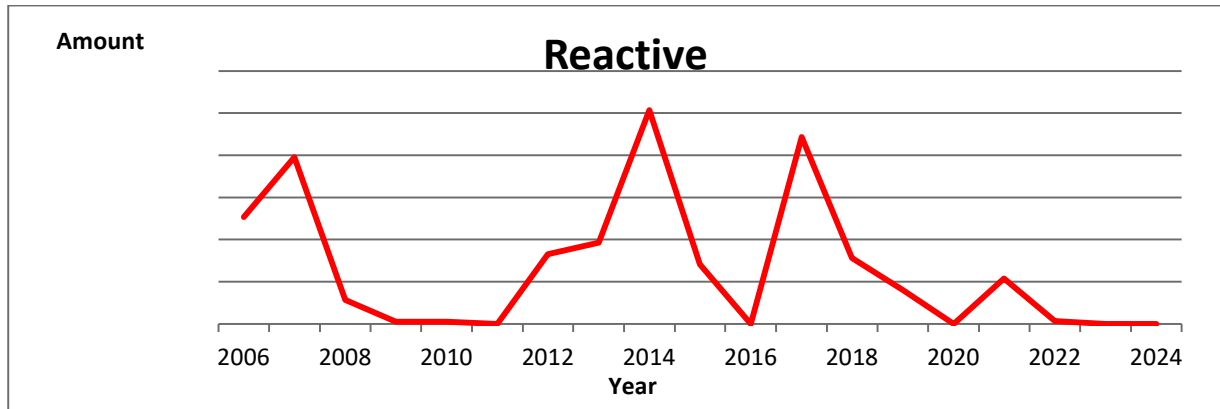


This also shows a large decrease over 2024.

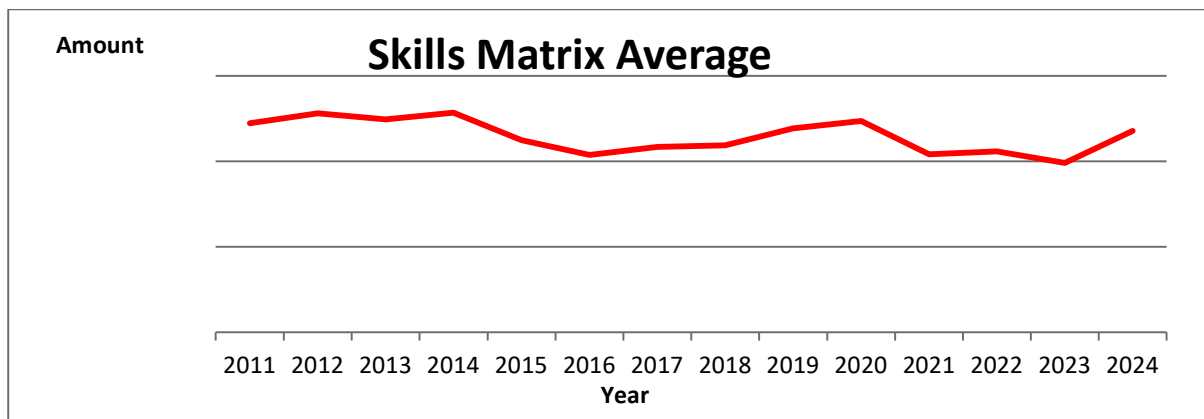
Proactive Monitoring – leading indicator – showing a good upward trend of events over the year.



Reactive Monitoring – lagging indicator – showing a good downward trend



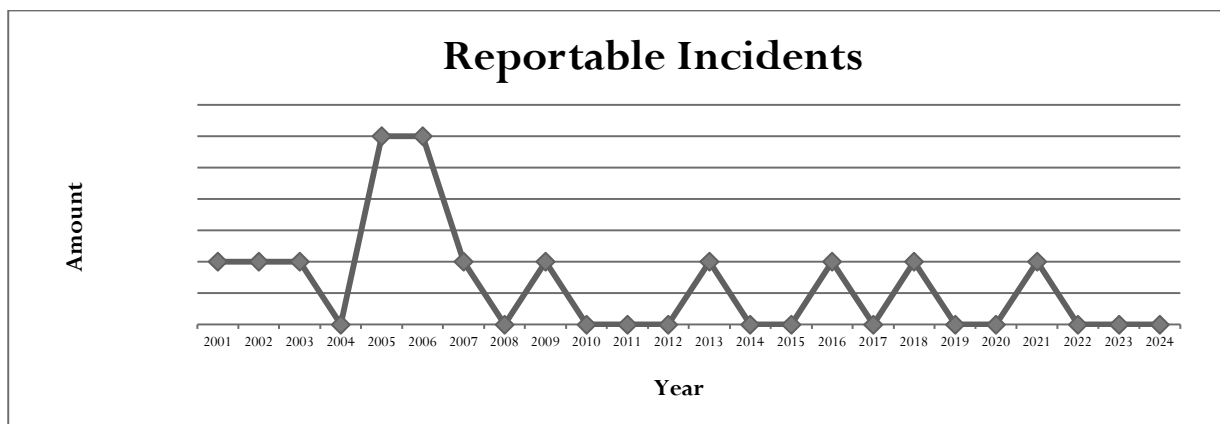
Skills Matrix Average – Skill level is showing an upward trend over the year, with an increasing skill level.



Reportable Incidents

There were no reportable incidents over 2024.

Below shows the trend of reportable incidents over the past few years:



There was a peak of incidents in 2005 and 2006.

Prohibition or Improvement Notices

There were no issues over 2024.

Results of Audits and Inspections

Audit Result

There were Health and Safety audits issued covering all aspects of the company's activities.

They were run mainly to schedule.

Inspections

Health & Safety inspections completed over 2024.

From these inspections there were observations and opportunities for improvement. Most of these have been implemented.

Behavioral Observations

There were observations carried out by Departmental Controllers, Managers and Directors of the company. If issues were found corrective action was implemented to improve. This is an increase on 2023.

Safety Tours

Safety tours carried out over the year. These were completed with the Compliance Manager and a Department Controller / Manager / Director. The areas were:

Actions required have been completed.

External Visits

Insurance Inspection visits were carried out.

- 1 - Lifting equipment inspections (LOLER) of the forklift, scissor lift, harness and accessories. No issues were raised during the year.
- 2 - LEV extraction testing was carried out.
- 3 - Pressurised vessels and systems - Inspected during the year.

There was no visit from the local authority ELDC. We were in compliance with our statutory permit.

There were no Health & Safety Executive Visits.

There were visits from the Fire Service, attending Fire Alarm activations.

Safety Plan

The safety plan for 2024 was approved at the start of the year and ran to schedule.

The 2025 safety plan is being reviewed and needs to be approved by the board of Directors.

Safety Committee & Safety Representatives

During 2024 the Safety Committee met on a 3 monthly meeting basis to review all safety aspects of the business. All actions raised from the committee are reviewed at each meeting and closed out when completed.

Training

Tool box talks were carried out in each department. The topics varied in content to reflect the nature of the department.

Fire Marshal refresher training was carried out.

Fire Training including practical training of fire extinguishers was carried out in July.

Manual Handling Training was carried out for staff.

First Aid refresher training was carried out during 2024.

Annual Performance reviews were carried out during 2024 and are ongoing.

The skills matrix was updated throughout the year and the latest version is on the internal intranet 'info'

Training Records are all updated every two months and reflect any training given to employees.

Health Surveillance

Airborne Monitoring

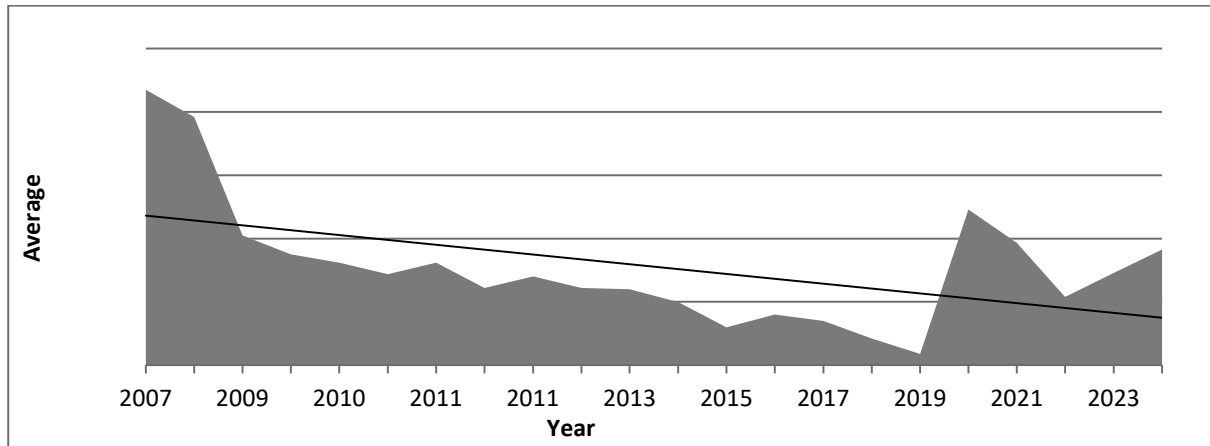
Airborne monitoring was completed in April 2024.

Further monitoring will be carried out during 2025.

Skin Surveillance

In 2024 skin assessments were carried out via a paper version and then evaluated by an occupational health expert if required.

In house monitoring was conducted and shown below over the last few years.



Skin condition is good, with a minor number of staff under surveillance.

Health & Wellbeing

A wellbeing questionnaire was carried out in 2024, to ensure that the health and wellbeing of staff was not being affected by our work activities.

Various questions were asked, and if any action was required it was taken.

Health Medicals

Medicals were carried out over 2024, referrals were asked to contact their own GP.

Spirometry Testing

This was carried out by a competent health consultant. Any issues were raised individually to the employee.

Audiometric Testing

This was completed with referrals as above.

Objectives and Targets – 3 Year Plans

Objective 1 - H&S1 – To reduce accidents and incidents to the J&A group . To reduce to the previous year.

Target Achieved.

Objective 2 - H&S2 – To improve Occupational drivers’ compliance to driving requirements.

To measure with returns from drivers.

This includes

- 1) Monthly driving inspections
- 2) Annual risk Assessment

- 3) Recording sample hours worked over a weekly period
- 4) Incident reporting
- 5) Any other requirements over the year, MOT, Medicals etc

Results:

Target Achieved.

Objective 3 - H&S3 – To improve housekeeping of factory departments.

To measure with housekeeping inspection requirements.

Over the year over 500 improvements have been raised, with only a handful outstanding items, mainly around painting the floor surfaces.

Target Achieved.