

**DEANS CIVIL ENGINEERING LIMITED**  
**P-38 – Welfare Facilities Policy**



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The commitment of Deans Civil Engineering Limited ('the Company') to its employees at all levels is reflected by its Philosophy, Vision and Values. The Company recognises that its success depends on its people and that to remain amongst the best in the industry it must always seek ways to improve the standards and performance of its employees.

The Company will, therefore, invest resources for suitable and sufficient welfare facilities for the well-being of our employees while they are at work and facilities are not provided by the Client.

1. We will ensure that there are enough toilets and washbasins for those expected to use them including disabled toilets.
2. Where possible there will be separate male and female facilities
3. The facilities shall be clean, well-lit and ventilated.
4. There will be a supply of hot and cold running water.
5. There will be a supply of toilet paper, soap and a means for drying hands e.g. paper towels.
6. An area for eating and drinking with a way of getting a hot drink e.g. a kettle
7. A way of heating food eg microwave if hot food cannot be purchased nearby.
8. Supply of clean drinking water either tap or bottled.
9. Changing facilities

Signed:

A handwritten signature in black ink, appearing to read 'Steven Deans', written over a horizontal line.

Steven Deans  
Managing Director

June 2020