

Road Safety – Driving at Work Policy

As an employer Ede’s U.K Ltd is committed to reducing the risk of work related road traffic crashes & collisions. As an employer, Ede’s U.K Ltd recognises its duty under the Health and Safety at Work Act 1974 to ensure the wellbeing of all our employees as far as reasonably possible. This includes work related driving activities.

Up to 1 in 3 road crashes involves a vehicle being driven for work. Every week around 200 road deaths or serious injuries involve someone driving for work. Many of these deaths and injuries could have been prevented.

We understand that the following legislation applies to us.

Legislation	Key Requirements
<p>Health and Safety at Work Act 1974</p>	<p>Employers have a “duty of care” for the safety of employees at work, regardless of the type or size of the business.</p> <p>There is also a duty of care to others who may be affected by their business activities, which, in the case of driving, means all other road users.</p>

<p>Management of Health and Safety at Work Regulations 1999</p>	<p>Employers are required to carry out risk assessments, make arrangements to implement necessary measures, appoint competent people and arrange for appropriate information and training.</p>
<p>The Workplace (Health, Safety and Welfare) Regulations 1992</p>	<p>These Regulations cover a wide range of basic health, safety and welfare issues including traffic routes for vehicles within the workplace.</p>
<p>Road Traffic Acts supported by the Highway Code</p>	<p>The Highway Code applies to all road users and includes information on signs and markings, road users, the law and driving penalties.</p> <p>It is an offence for an organisation to set driver schedules which may cause them to break speed limits and / or have payment reward schemes which in any way give them incentives to do so.</p>

<p>EC Drivers' Hours Rules UK Domestic Drivers' Hours Rules Tachograph Regulations The Road Transport (Working Times) Regulations 2005</p>	<p>It is the driver's and employer's responsibility to ensure compliance with drivers' hours and Tachograph Regulations. They are applicable to goods vehicles in excess of 3.5 tonnes. Tachographs must be used to record hours of driving, other work, breaks and rest periods. Additional information can be found on the DfT website (use the search function and type in "tachograph" or "drivers' hours").</p>
<p>The Road Vehicles (Construction and Use) Regulations 1996</p>	<p>Provides information regarding the safety of loads on vehicles.</p>
<p>Corporate Manslaughter and Corporate Homicide Act 2007</p>	<p>The Act introduces an important new option for certain very serious senior management failures which result in fatality. Prosecutions will be of the corporate body, not individuals, but the ability to prosecute directors or other individuals under health and safety law or the general criminal law, in appropriate cases, will be unaffected. The corporate body itself and individuals can also still be prosecuted for separate health and safety offences.</p>

This policy applies to all employees who drive in connection with their employment whether it is in their own vehicle, a fleet vehicle or a vehicle hired by the company.

This policy should be read in conjunction with the driver handbook.

R.A. Pigott
 General Manager
 4th January 2023