



Health & Safety Policy Statement

The Company is a construction contractor operating in the United Kingdom. Health and Safety is a core value which will be set in context with, but not be compromised by, other business objectives, to ensure the health, safety and welfare of all The Company employees, workers and contractors, and others who may be affected by the company's activities. This statement of policy, and the organisation and arrangements for its implementation, has been prepared to comply with section 2(3) of the Health & Safety at Work etc. Act 1974. Further arrangements for its implementation are detailed within The Company processes, procedures, and site management plans.

The company will treat the need to prevent accidents, injuries and ill health to employees and others affected by its work as a top priority. In doing so, it will ensure priority is given to the assessment of risk, health and safety planning, and to provide proper information, instruction, training and supervision in accordance with the relevant statutory provisions and industry best practice.

The Senior Management of The Company is committed to the review and continual improvement of health and safety performance, including implementing new guidelines and requirements in its endeavour to achieve industry best practice. The Company will establish and review quantifiable objectives and targets according to the nature of our activities, business and other legal requirements, to ensure continual improvement in both our safety management systems and our performance.

Adequate resources, commitment and the participation of all employees will ensure the continuation and development of a positive health and safety culture. The Company policy is to take all reasonable steps to prevent work related accidents and ill-health, and to support the general health and well-being of its employees.

To implement this policy, The Company will:

- Appoint a Group Environmental, Health, Safety and Quality and Sustainability Advisor to co-ordinate all related matters and promote the implementation, and review compliance with this policy.
- Make sure that the root causes of incidents, accidents and ill-health that may arise from its activities are, wherever possible, identified, understood, and either prevented or controlled
- Manage health problems through early problem recognition and monitoring
- Manage return to work after sickness certification and, wherever possible, support rehabilitation after prolonged illness
- Provide employees, workers and contractors with information and services to help them take personal responsibility for maintaining and improving their own health

It is a fundamental company belief that the creation of a safe workforce is achieved through clear and effective communication at all levels of the organisation. The Company's Safety Culture "*Incident and Injury Free*" behavioural change programme maintains a culture where our employees, workers & sub-contractors contribute to safe systems of work through active and open participation.

All employees, workers and contractors are required to comply with this policy. By co-operating and carrying out activities safely, and in such a manner that does not intentionally or recklessly interfere with, or misuse, anything provided in the interest of health, safety or welfare.



It is the responsibility of The Company management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by The Company, and then brought to the attention of all employees. It is accessible to interested parties via the Company SMS on sharepoint, website, handbooks, workspace, noticeboards, and reception areas and is available on request from the HR department.

A handwritten signature in blue ink, appearing to read "M Stephenson", written over a horizontal line.

Signed:

Martin Stephenson (Chairman)

October 2023