HEALTH & SAFETY POLICY STATEMENT

The Board of Directors and Management are committed to, in so far as is reasonably practicable, achieving the best solutions to providing safe and healthy working conditions for the prevention of injuries, occupational ill health and mental ill health to employees and others. This includes the safeguarding of children and vulnerable groups, who may be affected by our activities.

We will ensure priority is given to the assessment of risk for subsequent health and safety planning and to ensure adequate provision of information, instruction, training, and supervision.

The nature of the company's business requires organisational arrangements to act as both Principal Contractor or Specialist Works/Sub-Contractor on a wide variety of construction sites in the different industry sectors that we operate, and in our sales and yard activities; whilst recognising at all times our duty to provide and exchange health and safety information with others.

This will be achieved by:

- Providing a framework for continual improvement of the occupational HS&W management system in line with ISO 45001.
- Senior Management setting, monitoring, and reviewing objectives and targets based on business, legal and industry requirements, and from improvement requirements identified through performance monitoring and review. These will be set annually as an output of the Management Review process and whenever additional needs are identified.
- Being committed to eliminating hazards and reducing HS&W risk.
- Never compromising occupational health, safety, welfare, and mental wellbeing for other organisational objectives.
- Promote health and safety awareness to create a positive health and safety culture.
- Promote safe behaviours and re-educating un-safe behaviours.
- Complying with all legislation, ACOP's, Guidance and other requirements that impact on the company activities.
- Ensuring adequate resources are provided to support health, safety, welfare, and mental wellbeing activities.
- The provision of clearly defined safe systems of work, giving due consideration to the financial aspects at all stages of the contract including tender.
- Ensuring suitable protective equipment, appropriate for the work, is provided and replaced freeof charge.
- Assessing the risks to health of substances or materials, usage, storage, and transportation in the workplace with the provision of adequate control and monitoring measures.
- Having in place procedures and practices for employee consultation and participation, including employee representatives of health and safety, and others affected by our activities on matters relating to occupational health and safety.
- Communicating and implementing work related road safety initiatives.

- Having in place a system providing effective communication between clients, subcontractors, suppliers, and any other person who may be affected by our work.
- Providing plant and equipment which is tested, certified and safe for use.
- Displaying and communicating such written information as may be necessary to assist in the implementation of safe practice, to all company personnel and subcontractors.
- Ensuring measures are taken to maintain standards of welfare, hygiene, and cleanliness.
- Ensuring procedures are in place with regards to fire prevention and emergency procedures.
- Having evacuation procedures in place and under the control of trained and competent personnel.
- Undertaking and documenting risk assessments for operations having a significant risk, identifying appropriate control measures, and communicating such information to employees.
- Undertake Toolbox Talks to increase awareness of onsite specific safety issues.
- Regularly reviewing the contents of the HS&W policies and procedures for compliance with current H&S legislation.

All employees have a responsibility to implement this Policy and to co-operate with others to carry out their duties, engender a duty to care that does not intentionally or recklessly interfere with, misuse any provision in the interest of health, safety, or welfare.

Signed on behalf of the Board of Directors,

Jon Hobden
Managing Director
Date of Review: 10th October 2025 **Next Review: 10th October 2026**