



Health & Safety Policy Statement



Appendix 2

HEALTH & SAFETY POLICY STATEMENT**Introduction**

The Company Directors will determine the company's overall policy and structure which will apply to all operations across the company. Whilst the Managing Director has signed the policy the HSEQ Director leads the health and safety agenda. The Board of Directors recognises and accepts responsibility to provide a safe, healthy and inclusive working environment, which focusses on preventing injury/adverse effects on the health of our directly employed workforce, sub-contractors, clients and visitors attending all of our sites who could be affected by our operations. The HSEQ Director reports directly to the Managing Director and is responsible for reviewing and ensuring that the processes adopted are adhered to across the business.

Company Directors recognise the social and economic importance of protecting the health, safety and wellbeing of all those affected by its operations, will lead by example in promoting and ensuring that health and safety is not compromised in all its operations.

The policy's effectiveness will be evaluated as part of the overall review of the Business Management System to ensure that the objectives are achieved.

Health & Safety Objectives

The policy aims to:

- Meet the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, client requirements, industry standards and best practice.
- Promote and encourage a positive health and safety culture across the business through supervision, training, provision of information, instruction and sharing of lessons learned.
- Consult with employees on issue relating to occupational health and safety.
- Provide and maintain a safe working environment with adequate facilities and arrangements that are conducive to the employees' welfare.
- Develop, promote and maintain safe systems of work that provide employees with a working environment that is safe and free from health risks.
- Provide and maintain plant, equipment and operational controls that prevent injury and ill health.
- Ensure that processes are developed and maintained in respect of using, handling and storing materials, products and substances.
- Ensure adequate information, instruction, training and supervision is provided to enable the workforce to identify/avoid hazards and contribute towards ensuring their own and other people's health and safety whilst at work.
- Ensure that employees participate in the development and review of ongoing risk assessments with a view to achieving the objective of eliminating and reducing all risks.
- Establish effective communication arrangements to ensure that all employees area aware of and understand their obligations in respect of adhering to the processes and systems adopted.
- Encourage and foster a blameless culture and actively promote the reporting of accidents, near misses, hazards etc., without fear of reprisal to ensure that the root causes of accidents are identified, measures adopted to prevent reoccurrence along with the sharing of lessons learned across the business.

- Ensure sufficient financial and physical resources are available to meet the company's objectives as well as statutory and regulatory requirements.
- Ensure occupational health and safety objectives are set, monitored and reviewed at regular intervals.
- Ensure that the effectiveness of the processes adopted as part of the health and safety system are subject to regular monitoring, review and improvement across the business.
- Review and update operations in line with advances made in technology, products, industry standards, best practice in terms of health and safety.
- Ensure the effective planning, organisation, control, monitoring and review of preventative and protective measures.
- Maintain records as objective evidence to show compliance with the business management system.

Responsibilities

The Managing Director has the overall responsibility for the Occupational Health and Safety Policy and Business Management System including formulation, development, implementation and encouraging commitment by personnel at all levels of the company.

The representatives nominated in the Integrated Business Management System are responsible for the co-ordination, implementation and monitoring of the policy throughout the organisation.

All employees, sub-contractors and visitors are responsible for policy implementation by co-operating, participating and adhering to the requirements.

Communication

The Health & Safety Policy is communicated to all employees, contractors and visitors. A copy is displayed on employee notice board at Head Office, Site Offices, Business Management System folders. All employees are encouraged to read it and communicate any queries to their respective Site Manager, HSEQ Director.

Copies are made available to interested parties on request.



Robert Charles,
Managing Director.

23rd March, 2026