

## POL001 Health & Safety Policy Statement

The Board of Directors have prepared the following policy in respect to health and safety and in accordance with their duties under Section 2 of the Health and Safety at Work Act 1974. This policy will enable The Company to satisfy applicable requirements of ISO 45001:2018 and meet its legal and other obligations.

The management team are dedicated to creating a safe working environment. Therefore, it will strive to, so far as reasonably practicable, ensure the health, safety and welfare of all persons affected by the work activities or operations undertaken. Health, safety, and welfare will be considered of paramount importance and a management responsibility equal to that of any other function.

The Company will so far as is reasonably practicable:

- provide and maintain plant and systems of work that are safe and without risks to health;
- make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- provide information, instruction, training and supervision as necessary to ensure the health and safety at work of all employees;
- as regards any place of work under The Company's control, ensure the maintenance of it in a condition that is safe and without risks to health and the provision and maintenance of means of access to and egress from it that are safe and without such risks;
- provide and maintain a working environment for employees that is safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.

The Company will develop and maintain a continually improving management system which is designed to comply with relevant standards. Objectives for continual improvement of the system will be set annually during Management Review.

Regular meetings between safety representatives will allow communication and consultation with the workforce over matters that affect their safety and health. All employees are encouraged to actively contribute towards supporting The Company in providing a work environment that is free from injury and/or ill health through their work activities. The company recognises safe behaviours and is committed to re-educating where unsafe behaviours are apparent. One key aim is to promote a safety culture that enables the workforce to challenge any activities perceived to be unsafe.

This policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects the changing needs and circumstances of The Company.

This policy is to be read in conjunction with the Integrated Management System Manual and other related policies and processes. It will be available as documented information and communicated to employees and other interested parties in line with company processes.

Mike Hunter  
Managing Director

Jason Cross  
Operations Director

Mark Buttress  
Group Finance Director

Chris Bott  
Director

Lee Stephenson  
Contracts and  
Labour Director

Neil Jordan  
Director – Rail

Scott Deighton  
Managing Director  
Specialist Surveys

Damian Maclean  
Managing Director  
Scaffolding

Josh Hill  
Commercial Director