

## Health & Safety Policy

It is the policy of the Company that its operations are executed in such a manner as to ensure, as far as is reasonably practicable, the health, safety and welfare of all its employees and all persons likely to be affected by its operations, including members of the public where appropriate.

The Company implements the requirements under the Management of Health and Safety at Work Regulations 1999, the Lifting Operations and Lifting Equipment Regulations 1998, the Provision and Use of Work Equipment Regulations 1998, the Construction (Design and Management) Regulations 2015, Control of Substances Hazardous to Health 2002, the Health and Safety at Work Act 1974 and all other Construction Regulations and other relevant Codes of Practice, regarding:

- The provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health;
- Arrangements for ensuring, so far as is reasonably practicable, safety and the absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- The provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of its employees;
- All places of work under the Company's control, including the access to and egress from such places, being kept fully maintained and in a condition that is safe and without risk to health, as far as is reasonably practical;
- Suitable facilities and arrangements for welfare at work being kept safe and secure within each area of operations carried out by the Company, as far as is reasonably practical.

The Company reminds its employees of their own duties and obligations under Section 7 of the Health and Safety at Work etc. Act 1974 to take care of their own safety and that of other persons, and to co-operate with the Company to ensure that it can carry out its own responsibilities successfully.

A management representative has been appointed to promote safety to the workforce and to ensure that all staff is involved and encouraged to contribute to safety policy and implementation within the Company.

A copy of this statement is issued to all employees. It is reviewed, added to, or modified on at least an annual basis by the CEO who will make any necessary revisions and control the re-issue of the revised document to all staff.

## Aims

The aims of the Health and Safety Policy are as follows:

- The prevention of injury to all persons affected by the Company operation and the prevention of damage to all property, coupled with the minimisation of waste;
- The observance of the requirements of the Health and Safety at Work, etc. Act, 1974, and all other relevant Regulations;
- To ensure that estimates take account of safe methods of working and construction, and reasonable welfare facilities;
- Suitable and sufficient resources to facilitate the safe installation and monitoring of work activities;
- To ensure that all levels of personnel receive adequate and appropriate training in accident prevention;
- To ensure that safe working practices are observed at all times, in particular to any relevant Codes of Practice;
- To seek a reduction in accidents by analysing causes and trends established from proper reporting procedures and investigations;
- To ensure the co-ordination of safety activities with sub-contractors and other contractors on site;
- To ensure the provision and maintenance of safe plant and working conditions;
- To ensure the monitoring of the safety performance on a regular basis.

The Company's Health and Safety Policy is the direct concern of the Company's senior management for its overall implementation.

On each and every contract, the senior site representative is required to ensure the Company's Health and Safety Policy and procedures are observed by all employees. The Company's safety advisor will update senior management on changes in legislation, regulations and Codes of Practice, periodically reviewing and updating this Health and Safety policy.

Signed: *Ian Montgomerie* .....

Ian Montgomerie – CEO

January 2026