

1.0 POLICY STATEMENT**STATEMENT OF COMPANY POLICY FOR HEALTH, SAFETY AND WELFARE**

It is the policy of this company to take all reasonable steps to ensure the health, safety and welfare of all employees and all other persons effected by its activities in fulfilment of its moral, legal and economic responsibilities. These measures are also aimed at protecting others who may be affected.

The company is committed to implementing processes to identify, remove and reduce all hazards with the potential to cause injury and ill health; and, promoting the continuous improvement and performance of the Occupational Health & Safety management system, by ensuring its compliance with the legal and moral obligations associated with the safe delivery of its work.

It is a management responsibility to implement this policy throughout the company. The person with overall responsibility for the company's Health & Safety is the Managing Director – Gwilym H. James. However, all employees and sub-contractors have a responsibility to work in a safe manner, at minimum risk to themselves and others.

The company will maintain close co-operation with Clients, suppliers, sub-contractors, HSE and Safety advisors to ensure, so far as is reasonably practicable, that procedures and practices are satisfactory.

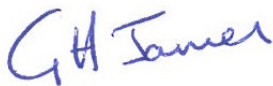
The Company will make every reasonable effort to promote amongst its employees a genuine awareness of safety matters and to create an understanding of the importance of safe working practices, together with the use of protective clothing and safety aids. Employees will be encouraged to involve themselves in the safety activities and the reporting of unsafe conditions and practices, without prejudice. The company will give proper attention to the COSHH regulations and provide adequate training to all employees. The Company believes in continuous professional development.

The company will establish appropriate documented procedures and will define responsibility and accountability for safety at all levels. The company has implemented BS ISO 45001:2018. External Specialist consultants are appointed to advise on relevant topics as required. Any difficulty arising from the implementation of this policy should initially be referred to the designated safety officer or, ultimately, to the Managing Director, who has the overall responsibility for Health, Safety and Environment matters.

The company will permit such safety representation as prescribed under the Health + Safety (consultation with employees) Regulation (HSCER) 1996 and will consult with such safety representatives on all matters relating to health and safety.

The Health & Safety Policy will be reviewed twice per annum annually, in April and October, to coincide with the HSE's "Common Commencement Dates" for the introduction of new health & safety legislation; or, as required or deemed necessary in the interim periods. The company will continuously monitor its occupational health & safety objectives that are set in Management Review processes. The Health and Safety Policy will be reviewed periodically following the introduction of new or changed health and safety legislation or as deemed necessary by the senior management team.

A copy of this Policy Statement will be displayed at all places of work including the Head Office.



Signed:

G.H.James

Date: 02.11.21