

SAFETY AND OCCUPATIONAL HEALTH POLICY STATEMENT

This Statement will be displayed prominently at the Company's Head Office and all sites.

Hughes and Salvidge recognises its statutory duty to comply with all Safety & Occupational Health legislation and will strive to achieve the highest standards in all matters relating to the safety, health and welfare of its employees and anybody else who is affected by its activities. Hughes and Salvidge will endeavour to ensure all operations and activities are undertaken in accordance with current Occupational Health & Safety Legislation and relevant codes of best practice.

The full SHEQ Policy, including its appendices, is available at the Company's main office, and is also issued to Operational Directors & Managers plus all Site Managers/Supervisors, for reference. The Management "Organisation", which details the responsibilities of all employees and the necessary "Arrangements" that have been developed by Hughes and Salvidge to achieve these high standards, are outlined in the full Policy.

Employees will be given such information, instruction and training as is necessary to ensure the safe performance of work activities, in line with the company ethos and commitment to providing safe and healthy working conditions, with the aim of preventing work-related injury and ill health. All operational employees will be trained to achieve competency within the Construction Skills Certification Scheme. Employees will also be made aware of their prime responsibility to take care of themselves, their colleagues, and other persons whilst at work. A culture of continual Company and individual improvement is encouraged in all operations and activities. Hughes and Salvidge will employ competent persons, including a full time SHEQ Manager, to assist in meeting its statutory duties together with, where appropriate, specialists from outside the organisation.

The Management team set the Policy, and employees are encouraged to offer the co-operation and support that is vital to meet its objectives. To achieve this, important channels of communication and consultation will be maintained which will include an employees'

Health & Safety Group. There will also be a regular Management Forum with the Site Managers/Supervisors and regular Managers' meeting chaired by an Operational Director. Safety & Occupational Health will remain on the agenda for these meetings. All meetings will be minuted with copies being circulated to employees including the board of Directors as appropriate.

Hughes and Salvidge will monitor its Safety & Occupational Health performance to measure the effectiveness of the Policy and to identify any necessary improvements which will include maintaining certification to ISO 45001: Hughes and Salvidge considers that Safety & Occupational Health is of fundamental importance that equates with operational requirements, and all employees are required to work with this in mind. To this end, the Company will ensure the necessary financial and other resources are available for the Policy to be implemented effectively.

The SHEQ Policy will be reviewed on a regular basis and to promote improvement, any changes will be brought to the attention of all employees as necessary. Occupational Health and Safety in, or around, our places of work take precedence over all other motives and objectives.

As Managing Director of the Company, I have ultimate authority and responsibility for the continued effectiveness of Safety & occupational Health Management within the Company and this statement represents my commitment to ensure that Safety & Health Management is an integral component of all aspects of Company business.

This Statement is available to the public via the website at www.hughesandsalvidge.co.uk

Signed: 
Martyn Burnett, Managing Director

**Date: January 2021
Review date: January 2022**