

Health, Safety and Environmental Policy Statement **2025/26**

The Company's policy is to provide customers with civil engineering and building works that meet their requirements through a management system which complies with ISO 14001:2015 and ISO 45001:2018, and by adherence to the legal & statutory regulations and other requirements governing the company's business.

The Company accepts its responsibilities towards all persons under its control, any others who may be affected by the work undertaken by the Company, by implementing and maintaining an ongoing Occupational Health & Safety program as detailed within our Occupational Health & Safety Policy Statement and will ensure, as far as reasonably practicable, that any work is carried out in such a way to minimise the risk of ill health & safety of all.

The Company recognises that its activities have an impact on the environment, both in the use of resources, and in its construction works. The Company is committed to reducing this impact, preventing the pollution of the ground and adjacent watercourses, minimising waste, re-using & recycling materials, and using sustainable material sources, where possible. The Company recognises that by providing the necessary resources, facilities and finances to implement this Policy, the overall performance of the business is enhanced. By setting standards for health, safety and environmental management, and establishing procedures for implementing them, the aim is to achieve continuous improvement through regular monitoring of performance to identify better systems of working.

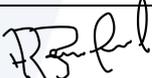
It is deemed that no one in the company is in full possession of all material facts to deem them solely responsible for matters relating to health & safety. These responsibilities are diluted through the management organisation sufficient to reflect the diverse and diffuse nature of our business. The Managing Director has been appointed as the director responsible for implementing this policy. His duties, together with those of other directors, senior managers and all other persons under the control of the company, are detailed in the Company's Integrated Management System (IMS). Senior Managers and supervisory staff are responsible for implementing this Policy, and for giving priority to health, safety and environmental issues when planning and undertaking work. All other persons under the control of the company and visitors are expected to cooperate in carrying out this policy, and for ensuring that their own work is undertaken with minimal risk to themselves or others. Consultation with other persons under the control of the company is designed to encourage feedback on working practices, and is intended to assist in the continual improvement of systems of work. Through effective communication, the Company will work with its sub-contractors and suppliers towards common objectives or goals in health, safety and environmental matters on individual projects.

To underpin these systems of work there is a strong commitment to training, and the Company will review the training needs of all employees on an annual basis or sooner as needs arise. The Directors will ensure that a suitable budget is allowed for employee training to match the activities being carried out.

This policy will be monitored and reviewed by the Board of Directors, with the assistance of external safety advisors in their role as health, safety & environmental advisers. The external advisors will be available to other persons under the control of the company on matters relating to health, safety and the environment.

A copy of the IMS with full details of the organisation and arrangements for implementing the policy will be available for reference by other persons under the control of the company at each work location. The contents of the IMS will be explained to all new starters at their induction into the Company. This policy statement and the IMS will be formally reviewed by the Managing Director on an annual basis, but may be updated at other times, as required.

This statement will be displayed in a prominent position at all work locations and sites, and will be made available to all interested parties, including the public.

Tony Bamford Managing Director		March 2025
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