

## HEALTH & SAFETY POLICY

Bethell Construction Limited, accepts the responsibility and obligations under the Health and Safety at Work etc. Act 1974, and all other current Occupational Health and Safety legislation applicable to its operations.

The Company is committed to strive for continual improvement in health and safety performance, and to prevent injury and ill health. This will be achieved by setting various occupational health and safety objectives and targets which will be monitored and reviewed on a regular basis.

It is the policy of the Company that all operations are carried out at all times in such a manner as to ensure, so far as is reasonably practicable, the required health, safety and welfare is achieved for all employees and all persons likely to be affected by its operations, including sub-contractors, licensees and the public, where appropriate.

In particular, the Company will do all that is reasonably practicable to identify hazard areas, assess any risk, provide and maintain safe places of work, use safe methods of working, provide safe plant and equipment, and provide a healthy working environment. To achieve these aims the Company will engage qualified health and safety advice. Meeting the requirements of ISO 45001.

The Company believes that through a policy of instruction and training, the provision of information and good supervision, employing skilled and experienced persons, the highest standard of safety can be reached.

This policy is reviewed on an annual basis by the Company Directors and Senior Managers, who are responsible for monitoring its operation and effectiveness, by analysing accident / incidents, site inspections, audits and site safety reports.

Time is allowed at board meetings to discuss and review health and safety matters periodically and when the need arises. Resources will be made available to meet any identified health and safety needs.

On each site of operation, and at all office accommodation, the Project Manager, Site Agents and Finance Director (Main Office) is required to read and understand the Company's Health and Safety Policy and procedures and ensure that they are observed by all employees under their supervision. This will include among other things adequate welfare facilities, first aid, fire arrangements and accident prevention and reporting procedures.

Furthermore, Managers and Supervisors will take all reasonable steps to ensure all employees are suitably trained to carry out the tasks they are instructed to undertake.

Every employee has a duty to look after his / her own health and safety whilst at work and that of others who may be affected by his / her work and the Company requires all employees to recognise and accept this responsibility. Every employee has the right to refuse to work on health and safety grounds and all such concerns can be raised through the formal company grievance procedure.

The Company will work in co-operation with all employees to conform with the laws and regulations affecting their health, safety and welfare at work.

Facilities will be made available for consultation with employees on all sites and in offices, which meet the requirements of the Health and Safety (Consultation with Employees) Regulations (HSCER) 1996.

The Company will communicate this Policy to all persons working for the organisation, by way of displaying it at all depots, site offices, on the Company intranet and website.



**V O'Dowd**  
Managing Director

Date: 8<sup>th</sup> July 2021