

## Occupational Health & Safety Policy Statement

We, the management of Malakoff Limited, are fully committed to protect all of our employees and direct labour from risks of occupational injury or ill health.

This will be achieved through a programme of Occupational Health & Safety and Risk Management throughout our Company. The programme will enhance our commitment to fulfil requirements in the Health & Safety at Work Act, Management of Health and Safety at Work Regulations and all other relevant regulations, in particular the Construction Design & Management Regulations, pertaining to our operations and contained within the Company Policy Documents, Procedures & Operations Manuals.

The management understands and accepts full responsibility for the occupational health, safety and welfare of all our employees and direct labour working within our company and other persons who may be affected by our work and operations.

### **Occupational Health and Safety Awareness**

All of our employees have an awareness and understanding of occupational health and safety hazards and risks that are relevant to them.

### **Occupational Health and Safety Policy Statement**

Adequate resources will be provided to ensure all our employees, subcontractors and other persons who may be affected by our work and operations are aware of this policy and committed to its effective implementation.

### **Communication and Consultation**

There will be active open communication and consultation between all of our employees, subcontractors and other persons who may be affected by our work and operations. Occupational health and safety will be integrated into our communications, wherever appropriate.

## **Implementation of Occupational Health and Safety**

### **Management Roles and Responsibilities**

Roles and responsibilities for occupational health and safety will be defined, as necessary, within job descriptions.

Senior management will ensure that:

- adequate resources are provided for occupational health and safety;
- occupational health and safety is adequately assessed, controlled and monitored; and
- our people are actively involved on matters that affect occupational health and safety.

### **Behaviour and culture**

Senior management will demonstrate leadership in occupational health and safety. Senior management will undertake tours to ensure that occupational health and safety issues are identified, assessed and managed. Systems are in place and people are empowered to raise health and safety concerns with management, with the intention of continual improvement of the occupational health and safety management system.

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### Competence

All our employees have the competence to undertake their work with minimum risks to occupational health and safety.

All subcontractors working for us will be vetted to confirm their commitment to the protection of their employees from the risks of occupational injury or ill health.

### Occupational Health and Safety Training

All our employees will be adequately instructed and trained on the health and safety issues that affect them, and the safe working practices that should be followed. Subcontractors attending our sites will be inducted so we can communicate our occupational health and safety risks to them and receive confirmation of their understanding of the same.

### Hazard Identification, Risk Assessment and Risk Management

We will identify our workplace occupational health and safety hazards and we will assess the risks associated with these hazards. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents. We will require our subcontractors to identify occupational health and safety risks that may impact on our work activities and report these to us.

All our employees, and subcontractors working for us, will be informed of the occupational health and safety hazards and risks that affect their work and the measures to reduce the risk.

### Work-related health

We will assess our occupational health risks. All our people will be informed of the occupational health risks that affect their work. We will take action to prevent, reduce or control occupational health risks to an acceptable level and reduce the potential for ill health, including assessing all our people's fitness for work. Health surveillance will be conducted to satisfy health and safety legislation.

### Compliance

Our work activities achieve compliance with legislation, and our people are empowered to take action to minimise occupational health and safety risks.

### Accident and Incident Investigation

We will report and investigate accidents, incidents and near misses to drive improvement in our occupational health and safety management. Any lessons learned from such events will be used to take corrective action to prevent recurrences, thereby continually improving the occupational health and safety management system.

### Occupational Health and Safety Management System

We have implemented an integrated management system that encompasses occupational health and safety to ensure we:

- comply with occupational health and safety legislation;
- fulfil the requirements of ISO 45001:2018 *Occupational Health and Safety Management Systems*; and
- continually improve our occupational health and safety performance.

## Monitoring and Measuring Performance

### Monitoring Occupational Health and Safety Performance

We will actively and openly, review and report on our health and safety performance to be able to continually improve our occupational health and safety management system through:

- review of each accident and incident investigation to discover the root cause;
- an annual review by Management of the types of accidents and incidents, including the: physical location of the accident/incident; body part that was hurt; and the level of the injury to see if there are any trends;
- quarterly measurement of our occupational health and safety targets.

### Measuring Occupational Health and Safety Performance

Clear and relevant occupational health and safety objectives and targets will be identified based on both past performance of the Company and targeting future commitment of the Company in regard to continual improvement of our occupational health and safety.

### Delivering our Occupational Health and Safety Policy

Our policy will be delivered by:

- generating a culture that does not tolerate threats to occupational health and safety;
- ensuring the real involvement of all our employees and direct labour working within our company and other persons who may be affected by our work and operations; and
- providing immediate access to our Occupational Health and Safety Policy.

### Review of the Occupational Health and Safety Policy

The policy will be reviewed annually during the Management Review meeting and updated as and when any new regulations or processes are introduced within the company.

Signed By:

  
**D. STEVENSON**

Director Date: 6<sup>th</sup> July 2020

Endorsed By: **Allan Gould, Non-Executive Director**  
**Douglas Stevenson, Director**  
**Colin Duncan, Director**

Date: 6<sup>th</sup> July 2020  
Revision: REV 5

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