



General Statement of Health, Safety and Wellbeing at Work (HS&W) Policy

At B. & M. McHugh, safety is not just a requirement—it's a shared responsibility. We are all empowered to speak up, take action, and look out for one another. B. & M. McHugh is committed to preventing injury to our workforce and others that could be affected by our activities.

We recognise that mental and physical health and wellbeing are equally essential and acknowledge the potential impact that work can have on both. We are committed to providing a working environment that promotes and maintains the HS&W of its employees and other stakeholders we engage with.

HS&W are the interest of everyone in the company; the directors, senior management, managers, site management, staff and site operatives, and all of us must be vigilant concerning these issues.

Only by each one of us giving careful attention to safe working on our sites, and in our offices, can we discharge the obligation that our operations are carried out safely and that our employees, subcontractors and the general public are protected from the many hazards which exist on and around the railway and construction sites where we work.

This policy forms part of and supports the effective implementation, maintenance and continual improvement of our ISO 45001:2018 certified Occupational Health and Safety Management System. We are committed to eliminating hazards and reducing occupational health and safety risks through effective risk assessment, safe systems of work, worker consultation and leadership engagement.

It is the policy of B. & M. McHugh to:

Provide, so far as is reasonably practicable, robust leadership, safe methods of work, safe working conditions, safe working equipment, the right materials and a healthy working environment, assessing the risks inherent in the construction process to:

- Ensure, so far as is practicable, no employee's HS&W are detrimentally affected by their working environment or working practices;
- Provide a working environment free from bias and stigma, and where staff who have health difficulties receive appropriate support and adjustments to allow them to achieve their fullest potential;
- Embed HS&W considerations into our everyday way of working;
- Provide HS&W arrangements including planning, organisation, leadership, control, monitoring, review and reporting;
- Ensure, so far as is reasonably practical, cooperation, coordination and exchange of information between subcontractors and all other parties involved in projects under our control;
- Ensure sufficient resources—financial, human, and technological—are provided to support the effective implementation of this policy and the overall health, safety and wellbeing management system.
- We fulfil our duties under the Construction (Design and Management) Regulations 2015 and ensure that all appointed duty holders are competent and understand their statutory responsibilities.
- Provide all HS&W training or information as may be necessary to personnel at all levels, having regard to risk assessment and individual capabilities;
- Establish emergency and other processes for serious and imminent danger, including arrangements when working in dangerous areas;
- Provide all health surveillances where required by legislation and adopt a proactive approach to employee wellbeing;
- Provide all personnel involved in company activities with HS&W assistance;
- Provide and display this policy and such written instructions as are necessary to assist in the regulation of safety, health and wellbeing practices and operations;
- Establish means of consultation on safety, health and wellbeing matters for all employees;
- Encourage and promote personal responsibility and effort on the part of all employees to avoid and prevent health hazards and injuries to themselves and others;
- Continual improvement of the management of HS&W risks and performance;
- Set and monitor HS&W objectives.

There is a clear, legal duty of each and every employee, whilst at work, to take reasonable care for the health and safety of themselves and of all other persons who may be affected by their acts and/or omissions; and to co-operate with the

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company and the safety specialists in any way necessary, to enable the company to perform and comply with legislation and other requirements affecting HS&W.

This includes the use of necessary personal protective equipment, the use of materials and equipment in a safe manner, and the prompt reporting of defects or safety hazards.

For the execution of the policy, the following organisation and arrangements apply:

The Senior Manager or Site Supervisor on-site or at a place of work is responsible for the communication and implementation of the company HS&W policy, and is accountable for failure to achieve the required standard.

To achieve this objective, that person will ensure that:

- All works are carried out in accordance with all relevant health and safety legislation, regulations, approved codes of practice, client standards, company policies and processes, as defined in the staff health and safety manuals, project safety plans, and other company safety instructions;
- Employees have been trained or instructed to work in a healthy and safe manner;
- All employees are inducted before commencing any activities for B. & M. McHugh;
- Raise awareness of HS&W;
- Identify how to help to promote and maintain good health and wellbeing;
- Ensure sufficient training and support that promotes HS&W;
- promote a culture in which everyone feels able to talk about and access the support they need
- proactively consider the impact of how we work and our working;
- monitor and review indicators of organisational HS&W, and take steps to respond where issues are identified;
- Safe access to and egress from all places of work under the company's control is provided and maintained;
- All materials are provided to complete the work safely and correctly;
- Plant and equipment are supplied and maintained;
- Protective equipment and clothing are made available without cost and are to be used where there is either a mandatory requirement or as required by the safe system of work;
- Substances hazardous to health are assessed and are controlled in a safe manner;
- Operations are conducted in such a manner as to reduce as far as is practical the risk of property damage, fire or theft, and to maintain a secure minimum hazard environment;
- All accidents and dangerous occurrences are reported and investigated in accordance with company processes and all necessary preventative action taken against reoccurrence;
- No employee shall exceed the normal accepted hours of work in relation to their position. Working hours will be managed in line with legal requirements, Working Time Regulations, client fatigue management standards and company fatigue risk management arrangements;
- We promote safe behaviours at all levels and take action to challenge, re-educate, and reduce unsafe behaviours through our Behavioural Based Safety programme and leadership engagement.
- All employees are encouraged to take responsibility for all aspects of their own health which are within their control.

Employee involvement will be encouraged through consultation, safety meetings, joint senior management safety tours, regular briefings and forums and by following our “Accountability Starts With Me” Behavioural Based Safety Plan, Wellbeing Action Plan and Life Saving Rules. Producing this climate will require the determination and commitment of senior management and this commitment shall be communicated to all employees and will be evident in day-to-day activities.

Additional to the safety management activities of our management and supervisory staff, the company provides health and safety assistance, inspection and auditing through its specialist in house staff and retained consultants.

They have access at all times to all sites and employees and are responsible for bringing to the notice of management any deficiency observed, and for stopping any operation where the company's employees or other persons are at risk.

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Within the organisation, arrangements are made to submit safety reports and discuss HS&W matters at regular plan-do-review and management meetings.

In addition, safety matters are on the agenda of all progress meetings with clients or subcontractors.

Cascade briefings are provided to all staff and subcontractors periodically and the opportunity is given for all participants to consult with the management team regarding HS&W issues.

Subcontractors are subject to prequalification processes and only approved subcontractors are used to deliver works on behalf of the company.

The Managing Director is responsible for the implementation of the policy, together with each director and manager within their own realm of responsibility.

We are committed to continual improvement of our HS&W management system through setting objectives that support our obligation to the protection of our staff. The objectives are appropriate to the nature, scale, and impacts of our activities, products, and services. They are established, communicated, measured, and reviewed at least annually.

This policy is subject to annual review by the Head of HSQE & the Managing Director to ensure that the management system is effective, consistently implemented and continually improved. It is made available in all site folders, information boards and one OneNote.

James McHugh
Managing Director
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