

B. & M. McHugh Limited

HEALTH, SAFETY & WELLBEING POLICY STATEMENT



General Statement of Health, Safety and Wellbeing at Work Policy

B. & M. McHugh is committed to preventing injury to our workforce and others that could be affected by our activities. We recognise the two-way relationship between work and health. It is committed to providing a working environment that promotes and maintains the wellbeing and good health of its employees and other stakeholders we engage with. Also, we recognise that mental and physical health and wellbeing are equally essential and acknowledge the potential impact that work can have on both.

Health, safety and wellbeing 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.

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 health and wellbeing 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 health & wellbeing considerations into our everyday way of working;
- Provide health and safety 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;
- Understand and comply with our responsibilities under the CDM regulations and fully cooperate with all other duty holders;
- Provide all health, safety and wellbeing 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 safety, health and wellbeing 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 health, safety and wellbeing risks and performance;
- Set and monitor health, safety and wellbeing 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 company and the safety specialists in any way necessary, to enable the company to perform and comply with legislation and other requirements affecting health, safety and wellbeing.

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 health, safety and wellbeing policy, and is accountable for failure to achieve the required standard.

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To achieve this objective, that person will ensure that:

- All works are carried out in accordance with all relevant acts, regulations, company policy 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 safety, health and wellbeing;
- Identify how to help to promote and maintain good health and wellbeing;
- Ensure sufficient training and support that promotes safety, positive health and wellbeing;
- 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 health & wellbeing, 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 a 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;
- 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 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.

Within the organisation, arrangements are made to submit safety reports and discuss health, wellbeing and safety 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 safety briefings will be provided to all staff and subcontractors periodically and the opportunity is given for all participants to consult with the management team regarding health, wellbeing and safety 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.

This policy is subject to annual review to ensure that the management system is effective, consistently implemented and continually improved.

James McHugh
Managing Director
March 2024