

## Health and Safety Policy Statement

Barhale is fully committed to achieving zero injuries, zero cases of work related ill health and zero dangerous occurrences. The health, safety and wellbeing of everybody associated with our work is important to us. We also recognise Safety to be a core Barhale Value and one of the Three Pillars in our Performance Model.

We recognise that we need to continue improving to provide a safe and healthy environment for everybody affected by our work; employees, subcontractors, customers and members of the public. Therefore our management and improvement plan is structured around eight key focus areas. In every activity we complete, compliance with relevant legislation, codes of practice, specific industry requirements and our own cardinal rules is the minimum acceptable level of performance.

### 1 **Management and Leadership**

- Directors and Senior Managers will provide visible leadership in H&S matters, consider H&S as an integral part of the business and carry out regular site Senior Manager Inspections.
- Managers and Supervisors will act as role models taking responsibility for delivering a healthy and safe workplace for their own teams
- Nobody will ask or allow any person to undertake a task unless it can be completed safely and without detriment to the individual's health and wellbeing

### 2 **Managing Risk**

- Barhale will assess health and safety risk at design, planning and execution stages and, where reasonably practicable, eliminate, reduce or implement controls to ensure risk levels are acceptable
- Risk associated with new activities, plant, processes, procedures, substances and equipment will be assessed in advance in order to implement safe systems of work

### 3 **Working with Employees**

- All employees will be actively encouraged to engage in H&S through our Be Healthy & Be Safe programmes
- Information, instruction and training, will be provided to ensure all employees are competent to undertake their duties without risk of injury and ill health
- All employees will be made aware of their own responsibilities for H&S and Occupational Health and Wellbeing
- All employees are encouraged to report near misses and have active involvement in their closure

### 4 **Working with Suppliers and Sub-Contractors**

- Subcontractors' capability and competence will be assessed and continually monitored
- Key suppliers and subcontractors will be engaged and involved in our Be Healthy and Be Safe improvement programmes

### 5 **Setting Plans and Targets**

- Targets will be reviewed and set annually for both leading and lagging H&S measures.
- Improvement plans will be developed, implemented and monitored to support this policy and drive improvement

### 6 **Effective Procedures and Guidance**

- The safety management system will be maintained and developed as a comprehensive guide to our people to safe working practices and procedures
- Our BS OHSAS 18001 certification will be maintained

### 7 **Reporting/Reviewing and investigating**

- The in-house team of H&S professionals will be maintained and developed to provide support across the company
- Performance will be reported, measured and reviewed against targets to identify deficiencies and drive improvement
- Accidents, incidents, ill health and near misses will be reported and analysed/investigated to learn lessons and feedback improvements

### 8 **Effective Assurance via auditing**

- The in-house advisory team will carry out regular inspections to check compliance with our management systems
- We will maintain and internally audit our certification to BS OHSAS 18001 which will be verified by an external certification body
- We welcome audits by customers as an opportunity to learn and improve

The Directors will report on performance and review this Policy on an annual basis.



Andy Flowerday  
Managing Director  
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