

## Health, Safety and Wellbeing 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 all. We also recognise Safety to be a core Barhale Value and one of the Three Pillars in our Sustainability Model.

Our annual Be Healthy, Be Safe programme sets out continuous improvement actions designed to maintain a safe and healthy environment for everybody affected by our work; employees, subcontractors, customers and members of the public. In every activity we complete, compliance with relevant legislation, codes of practice, specific industry requirements, our cardinal rules and taking proactive and preventative actions to be on the "Front Foot" of health and safety is the minimum acceptable level of performance.

### 1 Management and Leadership

- Directors and Senior Managers consider Occupational Health, Safety and Wellbeing matters to be an integral part of the business and will provide visible leadership and engagement during 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
- Directors and Senior Managers will actively encourage new technologies and innovations which enhance the health, wellbeing and safety of our employees and supply chain.

### 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 Engagement with Employees

- All employees will be actively encouraged to engage and be on the 'Front Foot' in H&S through our Be Healthy & Be Safe programmes and demonstrate a positive safety culture recognising that each of us can make a difference
- All employees will be actively encouraged to participate in decision making to support continuous improvement
- 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 positive interventions relating to H&S and Occupational Health and Wellbeing and have active involvement in their closure as a core behaviour

### 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 be on the 'Front Foot' through 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 Health and Safety Management System will be maintained and developed as a comprehensive guide to direct our people to healthy and safe working practices and procedures
- Our ISO 45001 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, positive interventions and best practices 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 ISO 45001 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.



**Martin Brown**  
CEO  
March 2025



**Andy Dodman**  
HSEQ Director  
March 2025