

The management of Beardwell Construction Ltd recognises that it must provide healthy working conditions for the prevention of work-related injury and ill health that is appropriate to the purpose, size and context of the organization and to the specific nature of its risks and opportunities including the elimination of hazards and reduction of risks to workers.

Senior management recognises the need to operate the business in a manner that is in line with current legislation, regulations, codes of practice and its business objectives and will ensure that appropriate arrangements are in place to meet all its compliance obligations.

To this end, the senior management are committed to meeting the requirements of ISO 45001:2018 and have put in place an integrated management system which meets these requirements and to the pursuit of continual improvement in the health and safety of its workers, its operations and management systems.

The Company takes all reasonably practicable steps to ensure the health, safety and welfare of its workers, and any others who may be affected by its work activities, by providing the following: -

- A safe and healthy working environment through the design, construction, operation and maintenance of all plant, equipment and facilities.
- Safe systems and methods of work and their ongoing evaluation.
- Continual emphasis on the elimination, where practicable, of any unsafe working practices.
- Adequate communication, instruction, information, training and supervision.
- Control of all situations likely to cause damage to personnel, property and equipment.
- Effective facilities for consultation and participation between management and employee representatives.
- The undertaking of such tests, examinations, samples and records as are necessary to monitor the working environment and equipment supplied.
- The adapting of the work environment to improve safety and health – where practicable.
- An employee assistance programme.
- Support for company workers and others through qualified first aiders and mental first aiders.

We take positive action through following ‘thriving at work’ standards to make the workplace a mutually supportive environment where good working relationships thrive, mental wellbeing is prioritised and staff are supported.

Equally, it is the responsibility of every employee to assist the Company in the attainment of its health and safety objectives. The Company expects workers to take reasonable care of their own health, safety and welfare and that of others who may be affected by their actions.

Overall responsibility for the health, safety and welfare of the Company’s workers and others as they may be affected by the Company’s day-to-day activities from time to time is vested in the Managing Director.

In its commitment to prevent injury and ill health to workers and other interested parties affected by day-to-day activities and in striving for continual improvement, the Company sets objectives and targets against which its performance is monitored, measured and communicated to all relevant interested parties.

Beardwell Construction Ltd endorses this Health & Safety Policy Statement and senior management acknowledge that ultimate responsibility rests with them to ensure that it is communicated, understood, implemented and maintained at all levels within the business and that it achieves its intended outcomes.

This Policy Statement will be reviewed by senior management not less than once a year.



Duncan Clark  
Managing Director  
Beardwell Construction Ltd  
3<sup>rd</sup> January 2025