

Health, Safety and Wellbeing Policy Statement

Health, Safety and Wellbeing – Improving the wellbeing of our employees whilst ensuring their safety, and that of the people who our work affects. We are committed to the prevention of injury and ill health by ensuring we protect and manage the health, safety and welfare of our employees so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected, directly or indirectly, by our activities

We operate an integrated Management System that is certified to ISO 45001. The arrangements for putting this policy into safe practice are contained within our Management System. Our health and safety management system applies to traffic management services such as Installing, maintaining and removing temporary traffic management on rural and urban roads in accordance with National Highways Sector Scheme 12D, static temporary traffic management on motorways and high-speed dual carriageways including on-line widening schemes in accordance with National Highways Sector Scheme 12A/12B and mobile lane closure traffic management on motorways and other dual carriageways in accordance with National Highways Sector Scheme 12C.

We are committed to eliminating hazards and to reducing or controlling health and safety risks by following the hierarchy of controls. To ensure that our statutory duties are met we will appoint competent people including, where appropriate, specialists from outside the organisation, promote best practice, continually improve health and safety performance and comply with all legal and other requirements relevant to our operations.

Each individual, whether working for or on behalf of the business, has a legal obligation to take reasonable care for their own health and safety and for the safety of other people who may be affected by their acts or omissions.

Employees and their representatives will be consulted on matters affecting their health and safety and arrangements will be maintained to enable any employee to raise issues or concerns with regards to health and safety.

All employees will be given such information, instruction, training and supervision as is necessary to enable the safe performance of work activities.

Health and Safety are line management responsibilities that also require personal commitment from all employees. We will recognise and reward contributions to the management and maintenance of health and safety, yet apply established disciplinary procedures to those who deliberately or flagrantly breach safety regulations, procedures or directions.

We are committed to innovation and to providing and maintaining safe plant and equipment, safe and healthy working conditions and ensuring the safe handling and use of substances.

Management shall evaluate the health and safety impact before the introduction of any new product, process, supplier or partnership. A demonstrable commitment to the proper management of health



and safety is required as an essential factor in the selection of business partners and major suppliers of goods and services.

The organisation will promote the importance of behavioural safety and the wellbeing of all employees. A programme of safety tours, audits, inspections and surveys will be used to monitor these aspects and to initiate action plans to drive continuous improvement.

The successful implementation of this Policy requires total commitment by everyone, from the Shareholder Board, the Management Board and those delivering services to our Clients, supply chain partners and visitors alike.

The Health & Safety roles and responsibilities within the organisation are defined in a separate document, available on the Management System.

The Policy statement will be regularly monitored to ensure that the stated objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or organisational changes

A handwritten signature in black ink, appearing to read "T. Musson", is written over a horizontal line.

Terry Musson
Managing Director
24th January 2023