

## Health and Safety Policy Statement

MARCH 2021

As an Employee Owned business, the Health, Safety and Wellbeing of our people and our stakeholders sits at the very heart of everything that we do. We are committed to creating workplaces characterised by a culture where all employees are empowered to act, take responsibility for their actions, have care and concern for others and contribute proactively to ensuring every person goes home safe and well.

We will achieve this by:

- Encouraging everyone - at all levels in the business – to be a leader where Health, Safety and Wellbeing are concerned.
- Developing and delivering method-led solutions with safety planned from the outset.
- Creating an environment where our default behaviours are to follow the plan.
- Promoting a culture where safety is genuinely second to nothing and recognising that our people (and their approach) are central to achieving success. Supporting our people when they stop work, if it is unsafe to continue.
- Setting objectives, measuring and sharing our performance so that we can learn and improve.
- Creating recognition and admiration for strong Health and Safety performance in our business.
- Consulting with our workforce and encouraging dialogue where constructive two-way feedback is the norm and where people are empowered to find and share a better way.
- Following the principles of prevention of incidents, accidents and damage to health by eliminating hazards and reducing Health and Safety risks.. We will undertake investigations to determine the true root causes and ensure lessons are learnt.
- Developing and maintaining a Health and Safety management system, certified to ISO 45001:2018, which is continually reviewed and improved, and which complies with all applicable Health and Safety legislation and regulations.
- Getting the basics right whilst embracing positive innovation.
- Supporting the development of a well-trained and competent workforce and provide clear instructions and information.
- Provide safe and healthy working conditions and adequate emergency arrangements.
- Provide and maintain safe plant, equipment and machinery and ensure the safe storage and use of hazardous substances.
- Using our presence in the industry to provide positive challenge to our clients, partners and supply chain to raise standards. We will set out our requirement for high standards in their management of Health and Safety.
- Ensuring that all employees understand their obligations under this policy, but making clear our expectation that people to work in the spirit of it, driving beyond the minimum requirement at all times.

This policy statement recognises McGee obligations under the Health & Safety at Work Act 1974 in the conduct of its activities, and will ensure that so far as is reasonably practicable, employees and others who may be affected are not exposed to risks and that their health, safety and welfare is protected. Everyone working for McGee Group (Holdings) Ltd is required to fully support and promote the Policy by complying with it, and with the requirements and duties contained in the extended Safety Management System.

The board of directors of McGee Group (Holdings) Ltd have fully endorsed this policy statement, and I commit the business to it.

Seb Fossey

A handwritten signature in black ink, appearing to read "Seb Fossey", written over a horizontal line.

Managing Director McGee Group (Holdings) Ltd