



Communication and Consultation Policy Statement

McCarthy's acknowledges the need to have and maintain effective lines of communication and means of consultation to enable health and safety information to be passed to employees. Also, to enable individual employees to speak to us about any health and safety issues.

Effective lines of communication are maintained so that all employees are kept informed of all health and safety issues relevant to their work activities, including the results of risk assessments. In particular McCarthy's will comply with the Health and Safety (Consultation with Employees) Regulations 1996 by consulting with our employees when;

- a) Introducing any new measures in the workplace that may affect employee's health and safety.
- b) Informing employees of the appointment of the Company's competent person(s).
- c) Providing health and safety information as required by other relevant legislation.
- d) The planning and organisation of health and safety training.
- e) Any health and safety consequences where new technologies are introduced into the workplace.

IMPORTANT NOTE: Where McCarthy's employ subcontractors or direct labour who cannot understand instruction, verbally or written, in English, we shall ensure the employee or sub-contractor concerned can fully understand what is required of them, via interpretation and provision of translated applicable documentation.

Breaches of this policy will lead to disciplinary proceeding and, if appropriate, disciplinary action. Directors and managers give full backing to this Policy and support all those who endeavour to carry it out.

Signed on behalf of McCarthy's

Signed:



Steve McCarthy
Managing Director

Review Date: 6th January 2023

Reviewed Annually

Amended Date: 7th October 2014