



Health and Safety Policy Statement

It is the policy of McCarthy Group Ltd and its subsidiaries to do all that is reasonable to prevent personal injury and damage to property, and to protect everyone, including the public, from foreseeable work hazards in so far as they may come into contact with our undertaking and activities.

The Company, and the management, have a responsibility:

- To provide safe and healthy working conditions for all our employees taking account of relevant statutory requirements.
- To provide basic training and instruction, where necessary, to enable employees to perform their work safely and efficiently.
- To make available all necessary safety devices and personal protective equipment as required by any relevant legislation, and to supervise its use.
- To maintain a constant and continuing interest in health and safety matters applicable to the activities of the Company by consulting and involving all employees or their representatives.
- To maintain contact with relevant health and safety bodies to ensure that up-to-date knowledge on legislation, codes of practice, and guidance relating to our undertaking is available.
- To ensure that work done by McCarthy's does not affect the health and safety of non-employees, such as subcontractors or visitors whilst they are on company premises, or when on the premises of other companies, or employees of that undertaking.
- To effect training and joint consultation to achieve these objectives.
- To seek to continually improve the effectiveness of our management system by working towards meaningful objectives, agreed at Operations Meetings, which address weaknesses and implement beneficial changes identified through reviews, audits, and suggestions.
- All employees of McCarthy's and subcontractors have an explicit right to refuse to work on the grounds that what they are being asked to do is: not safe, will cause a health issue, or both, without fear of victimisation, bullying, or being removed from their position of employment or work

All employees have a duty to co-operate in the operation of this policy by:

- Working safely and efficiently
- Using protective equipment provided and by meeting statutory obligations
- Reporting incidents that have led or may lead to injury to people, or damage to property, or plant and equipment
- Adhering to Company Procedures for securing a safe workplace
- Assisting in the investigation of accidents with the objective of introducing new measures to prevent recurrence.

Under the Health and Safety at Work Act 1974 and the current Management of Health and Safety at Work Regulations, it is the duty of every employee to co-operate with the employer in implementing this policy.

All Departmental Managers are required to express their commitment to the stated policy.

Signed on behalf of McCarthy's.

Signed



Steve McCarthy
Managing Director

Review Date: 6th January 2023

Reviewed Annually

Amended Date: 7th October 2014