

PURPOSE:

Bridge Civil Engineering Ltd take the health, safety, and wellbeing of all our employees and others affected by our activities as being of paramount importance. We expect all our employees and our supply chain to apply exemplary standards of health safety and wellbeing management in our workplaces and in the products and services that we deliver.

SCOPE:

This policy applies to all work activities undertaken on behalf of the business by employees, sub-contractors, and suppliers.

COMMITMENT:

The Board will demonstrate an ongoing commitment to improving health safety and wellbeing at work by promoting best practice that meets, and where possible exceeds, both our statutory and moral obligations. The Board is committed to ensuring that all employees recognise and understand their obligations, and feel empowered, to apply and enforce excellent health safety and wellbeing practice. We employ an external specialist consultant as our *Competent Person for Health Safety and Welfare*.

We will:

- Comply with the Health and Safety at Work act 1974, The Management of Health and Safety at Work Regulations 1999 and other relevant legislation and approved codes of practice.
- Maintain an audited Health & Safety Management System compliant to ISO45001 and use this to continually improve health, safety, and wellbeing.
- Manage health, safety, and welfare to meet our clients' requirements for behaviour, auditing and reporting protocols
- Define roles and responsibilities for health, safety, and wellbeing.
- Consult with employees on matters affecting their health, safety, and wellbeing.
- Set and regularly review health, safety, and wellbeing objectives, taking measures to achieve health, safety, and wellbeing excellence by eliminating or controlling any foreseeable hazards that might result in harm or loss.
- Provide appropriate resources, information, instruction, training, and supervision to ensure the health and safety and wellbeing of employees at work and others affected by our activities.
- Take action to prevent physical and mental ill health (psychosocial risk) and promote occupational health surveillance and wellbeing at work.
- Maintain a 'Just Culture', where all can speak out without fear of reprisal but where repeated, wilful error is not accepted.
- Encourage our supply chain to implement their own health, safety and wellbeing policies and standards that are equal to, or better, than our own.

REVIEW AND COMMUNICATION:

We will review this policy annually or in the event changes to legislation, organisational changes or failures in the system are highlighted.

We will communicate this policy throughout the Company and make it available to interested parties on request.

APPROVAL

Signed by the Managing Director, Dave Ellis

A handwritten signature in black ink, appearing to read "D. Ellis", written over a light blue horizontal line.

Dated: 20/10/2023

To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.