

# Health & Safety Policy



## Policy & Principles

Effective health and safety management is an integral part of our company culture and represents a key element in all of our business objectives.

Mace Group and its subsidiary businesses and business sectors (section 3.1 of H&S Policy Guidance Handbook) is committed to the active promotion and implementation of the highest standards appertaining to health, safety, welfare and the environment. This not only ensures that we fully comply with the requirements of statutory legislation, but also reflects our commitment to the progressive improvement of the current construction industry standards. This culture of improvement is applied to all of our business activities and/or wherever we have a controlling influence.

### Responsibilities

**We maintain a clear understanding of our social and moral responsibilities towards our employees and the community at large. This ensures that we remain organisationally focused in achieving our principal objectives to:**

- safeguard the health, safety and welfare of our employees and that of other persons (contractors, visitors and the general public) who may be affected by our business operations
- to ensure that our operational activities are effectively controlled with regard to the protection of the environment.

The successful implementation of our policy is dependent upon an effective company organisation and excellent operational standards:

### Organisational principles

**The implementation of our policy is reliant upon the individual and collective competencies of the Mace management organisation and to this end the company will:**

1. Set out the principal health and safety duties and objectives for achievement by its employees
2. Provide employees with safe places of work, plant, equipment and substances etc that are without risk to health when properly used.
3. Provide employees with suitable and adequate training, information, and instruction to enable them to understand and fulfil their duties in a competent and diligent manner.
4. Provide employees with suitable and adequate health and safety management tools (ie, systems of work, procedures and guidance) to support and assist them in achieving their objectives.
5. Provide suitable forums so that employees can be actively involved in discussing the company's health and safety performance and also in proposing improvements to its operations and policy.
6. Provide every employee with access to a current copy of the company 'Health & Safety Policy Guidance Booklet' (available via Infomace - PR\_023)
7. Provide suitable arrangements to ensure that the health and safety performance of individuals and teams are regularly measured and reviewed with the aim of improving overall performance.

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### Operational principles

The satisfactory maintenance of excellent standards of operational health & safety is reliant upon the provision of an effective health & safety management system which is fully integrated within the company's overall business strategy and auditable with regard to performance measurement.

To this end the company will:

1. Set and maintain high operational safety standards to ensure the provision of a safe and healthy working environment for all personnel working on our projects.
2. Effectively communicate our operational safety standards and expectations to all organisations and individuals working on our projects.
3. Measure the health and safety performance of project activity in relation to our operational safety standards using key performance indicators for bench marking and setting targets for improvement.
4. Provide the services of a professionally competent safety department to advise the company and its employees on all matters appertaining to health and safety statutory obligations.
5. Ensure the provision of adequate financial and physical resources to support the effective implementation of it's policy.
6. Ensure the review of this policy on a yearly basis, or as otherwise necessary, with the aim of continually improving our performance of the management of health, safety and the environment.

Business Managing Directors and Sector Directors are respectively charged with overall responsibility for policy formulation, implementation and development for their respective business operations.

### Our commitment

We are fully committed to implementing a Safety, Health & Environment policy which will positively contribute to minimising the risk of injury, ill health and associated losses within the operational environment of our business.

### Approval

Stephen Pycroft, Chief Executive Officer  
January 2010