

## **HEALTH & SAFETY POLICY 2023**

1. Mackinnon Construction (MCL) deems effective safety and health management to be of prime importance to its business and is committed to continuous improvement in performance in all these areas.
2. A good Health & Safety record of MCL will contribute to reduced downtime and improve the company's business performance. MCL is committed to the prevention of injury and ill-health to all employees, subcontractors, the general public and others who may be affected by our undertakings.
3. Mackinnon Construction shall:
  - a) Comply with all legislative and client requirements and MCL policy pertaining to health and safety.
  - b) Ensure that Health, Safety & Environmental is the most important criteria of MCL's operations and takes priority over all other aspects of the Company's business.
  - c) Pursue high standards of health and safety management as an integral part of efficient management of the business ensuring that all business decisions take proper account of health and safety implications.
  - d) Develop, implement and maintain a safety and health management system. This system shall be based on the new ISO45001:2018 standard to include:
    - Frequent management reviews of Health & Safety performance
    - Management participation in safety audits
    - Actively collect feedback from Employees for improvements and corrective actions
    - Encourage issue raising, hazard spotting and constructive suggestions
    - Sets objectives and targets
    - Review and update objectives and targets annually
    - Develop new objectives and targets as necessary
    - Ensure objectives and targets are consistent with the HSE & Q policies including the commitment to the prevention of pollution and prevention of accidents
  - e) Appoint a Safety representative and involve employees in all Health & Safety matters via site meetings, day-to-day consultations upon each site and promote an open door policy.
  - f) Commit adequate financial and physical resources to maintain effect Health & Safety on all sites.
  - g) Report and investigate any accidents, incidents or near miss events,
  - h) Implement current procedures and develop the procedures to ensure adequate provision for:
    - Plant and systems of work that minimise risks to health and safety
    - Suitable arrangements for the selection, use, handling, storage and transport of articles and substances
    - Adequate information, instruction, training and supervision, to enable work to be conducted safely by persons with the necessary competencies
    - Safe premises and work places, including access to and egress from them
    - Safe and healthy working environments with suitable & compliant welfare facilities
    - Designs that recognise, include and apply safe practice during preparation, construction and subsequent operational use and maintenance
    - Leadership and support to suppliers to enable them to contribute to continual improvements in our overall health and safety performance and risk reduction
    - Consultation, occupational health and advisory facilities as required
  - i) Develop and review health and safety performance indicators including:
    - Accident and incident performance rates
    - Attainment of annual safety and health objectives
    - Training achievement
    - Results of health and safety audits
4. An annual review of this policy and the health & safety performance of the company shall be conducted by the Managing Director. At any time where deemed necessary by the Managing Director this policy shall be revised so that continuous improvements can be made to the Health & Safety performance of the company and compliance with legislative changes. All policy changes shall be notified to the employees in writing.
5. The Managing Director, Alistair Mackinnon has overall responsibility for implementing this policy. He is responsible for the health and safety of the employees and others who may be affected by our undertakings.
6. It is the responsibility of all employees to implement this policy together with their collective and individual responsibilities.
7. All employees at every level must accept degrees of responsibility for implementing this policy and ensuring safe systems of work are adhered, whilst ensuring they safeguard themselves and that their actions do not place others at risk.
8. The Directors and Project Managers shall ensure every employee is aware of their legal obligation to comply with; Mackinnon Construction Work Procedures, Safe Systems of Work, and Statutory Legislation, so to avoid injury, minimise risk and safeguard all employees and others who may be affected by our undertakings.
9. This policy statement shall be briefed to all employees and suppliers to MCL and made freely available to relevant parties.

Signed: 

Date: 27<sup>th</sup> January 2023

**Alistair J. Mackinnon - Managing Director - Mackinnon Construction**