

### Health and Safety

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AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) is an engineering contractor and is fully committed to the successful management of Occupational Health and Safety. Our overall aim is to ensure that all reasonably practicable steps are taken to provide an environment that is free of work-related injury or ill health for all our employees and any other persons who may be affected by our operations. Improving Health and Safety performance is an essential element within the Company's overall Business Plan and SHEQ Strategy. The Board will allocate sufficient resources necessary for the management of health and safety and to ensure the full implementation of this Policy.

The overall aim of the Health and Safety Policy will be achieved through our commitment to:

- The setting, monitoring and reviewing of occupational Health and Safety objectives;
- Full compliance with all relevant statutory legislation, the requirements of BS ISO 45001:2018, Company instructions and other requirements to which the organisation subscribes;
- The allocation of individual responsibilities for the management of Health, Safety and Wellbeing;
- Sufficient training and instruction for all employees to ensure that they are competent and able to carry out their duties safely and without risk to Health (physical and mental), and Wellbeing;
- Effective communication, consultation, co-operation and participation, in the exchange of information, both internally and with other Stakeholders who have a vested interest in improving standards of Health and Safety at work;
- A visible commitment from all employees to safe working practices and the identification and mitigation / elimination of all potential hazards and reduce occupational Health and Safety risks;
- The correct provision, use, maintenance and storage of work equipment, plant and personal protective equipment;
- The recognition and effective management of occupational road risks through commitment to fatigue management, good journey planning, safe driving, including adherence to road traffic law and well maintained vehicles;
- The recognition of the importance of attitude and safe behaviours as key components in the successful management of Health and Safety and a commitment to raise the emphasis of every employee's personal involvement in behavioural safety through communication, training and where applicable re-educating unsafe behaviours.

The arrangements for implementing this Policy are detailed within our Integrated Business Management System, certified to ISO 45001:2018. Health and Safety performance will be regularly monitored and reviewed to evaluate the suitability and effectiveness of the Business Management System and to ensure and promote continual improvement.

The Company requires that our employees, suppliers and sub-contractors comply with the provisions of this Policy and give their full support to the implementation and promotion of Safety awareness at all stages of our activities as a means of sustaining a positive Company-wide Health and Safety culture.

This Policy shall be brought to the attention of all employees and persons working on behalf of the Company and shall be reviewed by the Board of Directors, at least annually, to ensure its continued applicability and suitability. It shall also be made freely available to interested parties upon request.



**John Booth**  
Managing Director