

Health, Safety and Wellbeing Policy Statement

We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family founded business that is values driven and managed as a professional corporate entity; underpinned by continuous investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "Integrity" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

We operate an integrated management system that is certified to ISO 9001, ISO 14001, ISO 45001 and working towards NHSS 30 approval. The scope of our management system is "civil engineering, building and groundworks", operating as both a contractor and principal contractor. Interested parties include our employees, contracted personnel, and subcontractors. These are referred to as persons working under our control.

It is our policy to take all reasonable steps to ensure the safety, health and well-being of all persons working under our control in fulfilment of its moral, legal and commercial responsibilities. So far as is reasonably practicable, we will protect the health, safety and well-being of persons under our control by removing or reducing workplace risks.

All persons working under our control must understand that they have a legal duty not only to work in a safe manner, but also to co-operate with management in any efforts to carry out their responsibilities. We adopt a "Work Safe" approach where all personnel have the right to remove themselves from work situations that they consider present an imminent and serious danger to their life or health without being penalised.

We have a "Sustainability Roadmap" that provides confidence for the future; achieved by setting ourselves challenging targets to be more responsive, flexible and robust within an ever changing and demanding market. As part of this plan, we've focussed on three core areas (which we refer to as the 3Ps): People, Prosperity and Planet; with continued investment in all three. The core area of "People" reflects our commitment to:

- providing safe and healthy working conditions for the prevention of work-related injury and ill-health
- continual improvement of health and safety performance
- fulfil legal and other requirements
- eliminate hazards and reduce occupational health and safety risks
- continual improvement of the integrated management system
- consultation and participation of workers
- provision of health and safety training
- plan, manage, monitor, coordinate and cooperate with other duty holders

The Board of Directors ensure regular meetings to set, review and evaluate objectives, targets and programmes of action.

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through our website. In addition, a copy will be displayed at head office.

Malcolm McDermott
Managing Director

Date: January 2021