

HEALTH & SAFETY POLICY STATEMENT

It is the policy of **WM. MUNRO CONSTRUCTION (HIGHLAND) LIMITED AND SUBSIDIARY COMPANIES** to take all necessary measures during operations to achieve the highest standards of health, safety and welfare for all employees and to protect others that may be affected by our undertakings.

To reduce by all practicable means the number of accidents, dangerous incidents and damage to property or equipment that may adversely affect the health and safety of our employees.

To provide relevant safety advice and expertise so that managers, supervisors and operatives are able to undertake their work in a safe and responsible manner.

To provide all management, staff and operatives with the required level of information, instruction, training and supervision so that work can be completed in a safe and healthy environment.

This policy is the direct concern of all levels of management within the company. All employees whether direct or sub-contract must refer to the safety policy provided by this company and be aware that they have both a moral responsibility and a legal duty not only to work in a safe manner but also to co-operate in efforts to create a safe and healthy environment in which to complete each project.

It is the policy of Wm. Munro Construction (Highland) Limited that at each working location the Site Supervisor is responsible for implementing the Company Safety Policy.

Every employee should be fully aware of the need to comply with all matters pertaining to health and safety both as individuals and in respect of the health and safety of their fellow workers.

This company strives to ensure that a good health and safety standard is achieved and to this end is committed to continually improving Health & Safety within the business where practicable. The co-operation of every employee is necessary not only to maintain but also to improve these standards wherever possible.

This health and safety policy document will demonstrate how the company manages health and safety. It sets out to demonstrate the company's competence in health and safety issues.

Statutory legislation requires employers to provide a safe and healthy workplace, to ensure that all persons, whether they are employees or the general public, are not put at risk. Legislation requires a planned and systematic approach to health and safety issues, where risks have been assessed and control measures put into place.

Wm. Munro Construction (Highland) Limited is committed to operating a Health & Safety Management System in a manner that attains and sustains registration to BS OHSAS 18001:2007

The Director responsible for safety Mr William Munro will ensure that this policy is applied throughout all of the company's operations.

The Companies Health & Safety performance targets are :-

1. A reduction in the number of accidents, incidents (not involving injury) and cases of work related ill health to zero.
2. An enhancement of Health & Safety competence by the continued training of all company employees in excess of statutory minimum.
3. An increase in the reporting of minor accidents and near miss incidents.
4. No enforcement notices of any type from the HSE, Local Authorities or Environment Agency.
5. The compliance and maintenance of the Company's OHSAS 18001 accreditation.

A handwritten signature in black ink, appearing to read 'William Munro', with a long horizontal stroke extending to the right.

Mr William Munro, Managing Director
8th January 2018