

Health and Safety Policy Statement

PB Donoghue (Construction) Ltd ("the Company") is committed to providing and maintaining a safe and healthy working environment for all employees, contractors, visitors, and members of the public who may be affected by our operations. The Company recognises that effective health and safety management is an integral part of our business activities and essential to the wellbeing of our people and the success of the organisation.

The Company will, so far as is reasonably practicable, comply with the requirements of the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999, together with all other relevant statutory provisions and approved codes of practice.

The Managing Director has overall responsibility for health and safety within the Company and is committed to ensuring that adequate resources, information, instruction, training, and supervision are provided to enable employees to carry out their work safely and responsibly.

To achieve this commitment, the Company will:

- Provide and maintain safe workplaces, plant, equipment, and systems of work.
- Identify hazards, assess risks, and implement appropriate control measures to reduce risks to an acceptable level.
- Provide employees with the necessary information, instruction, training, and supervision to perform their duties safely.
- Encourage the active involvement and consultation of employees on matters affecting their health, safety, and welfare.
- Investigate accidents, incidents, and near misses to identify root causes and implement corrective actions to prevent recurrence.
- Maintain effective procedures for reporting and managing incidents in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 where applicable.
- Monitor and review health and safety performance to ensure continual improvement in our management systems.

All employees have a responsibility to take reasonable care of their own health and safety and that of others who may be affected by their actions, and to cooperate with the Company in fulfilling its legal obligations.

This policy will be communicated to all employees and made available to other interested parties. It will be reviewed regularly, and at least annually, to ensure it remains relevant, effective, and reflective of the Company's activities.

Signed copy held at Head Office.