

## HEALTH AND SAFETY POLICY STATEMENT

Briton recognises its responsibility under current safety and health legislation and believes that all incidents are preventable, and this belief underpins our moral and legal commitment to safeguard, so far as is reasonably practicable, the health, safety, and well-being of its employees and anyone who may be affected by the actions of the Company, or its employees.

Britcon is actively committed to the provision of strong and active leadership, and the engagement of the workforce in the promotion and achievement of safety and health conditions. Britcon will provide adequate resource, information and training to ensure that the management teams deliver this policy and its objectives.

### **Policy Aims:**

To ensure effective implementation of this policy we will:

- Through viable and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Set standards relating to health, safety and welfare of employees, contractors, visitors and the general public and striving to achieve industry “best practice”.
- Identify and mitigate to an acceptable level, workplace safety and health hazards, whilst striving for continual improvement in health and safety performance to prevent incidents, injuries and damage to health.
- Encourage employees to promptly report all incidents, accidents, near misses, and safety concerns. Thorough investigations will be conducted to prevent recurrence.
- Ensure employees are trained to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity this is considered unsafe.
- Provide our employees with information on occupational health, health promotion and wellbeing.
- Encourage safe behaviour by all employees and subcontractors, including recognising and promoting safe behaviours as well as providing re-education relating to un-safe behaviours.
- Ensure all employees play an active part in the health and safety of the Company by consulting with them and providing them with adequate information, instruction, training and supervision for them to understand their role within the Company.
- Engage with our supply chain colleagues and contractors to ensure that their safety and health management standards and practices meet or exceed the expectations of this policy developing a culture and environment that promotes the prevention of injury and ill health.
- Integrate safety and health matters into our business decisions.
- Ensure customer and statutory requirements are adhered to on all our projects.
- Support employee health and well-being through initiatives that promote physical and mental health.
- Regularly consult with our workforce and provide mechanisms for them to provide their feedback and suggestions for improving our approach to health and safety
- Maintain a management system in line with the requirements of ISO 45001:2018.

This policy will be communicated to all our employees and organisations working on our behalf, displayed on all our sites, our offices, our intranet, and will be made available to third parties.

Britcon is committed to continual improvement in all its systems and procedures, ensuring that the Company sets specific health and safety objectives in each business stream. In striving for continual improvement, the policy and health and safety objectives shall be periodically reviewed to ensure they remain relevant and appropriate to the Company’s activities and it complies with all current occupational health and safety legislation and best working practices.

The Directors are personally responsible for the health and safety performance of the company and sign this policy statement in acknowledgement of this:

  
(N. Shepherd – Managing Director)

  
(M. Searston – Commercial Director)

  
(L. Noble – Operations Director)