

Health, Safety & Welfare Policy

Haden Young design and install building services that provide long term benefits for building owners and users as well as the wider community.

This Policy sets out the Company's commitment to operating with care for the health, safety and welfare of all personnel affected by our activities. We have separate company policies for corporate responsibility, sustainable development and the environment.

Our policy is that there is no conflict between our requirement to keep employees and members of the public safe and our long term financial success. Nothing that we do is so important that it cannot be done safely.

We will ensure that all employees, agency workers and sub-contractors are informed about the policy and the arrangements for carrying it out. We will consult with them on its implementation and their own individual responsibilities.

We will achieve this by:

- Complying with all relevant legal and other requirements.
- Maintaining an organization that ensures competent persons develop and implement the Company's Health, Safety and Welfare Policy and its safety management system;
- Operating to procedures that align with and are certified to OHSAS 18001, to ensure continual improvement;
- Implementing systems for the identification of hazards, the assessment of risk and implementation of control and recovery measures to manage identified risks;
- Implementing our BeSafe behavioural safety scheme.
- Ensuring through training and assessment that everyone has the competence to do their job safely
- Setting health, safety and welfare objectives, targets and key performance indicators for the Company that are subject to regular review.
- Producing annual action plans showing how objectives and targets are met, and monitor progress;
- Continuing our programme of health surveillance.
- Adopting appropriate procedures for the management of change.
- Conducting regular internal and external audits of our compliance with policy and procedures

The Managing Director is responsible for this policy, which is consistent with the Group's overall requirements and objectives, and establishing and implementing effective arrangements to ensure these requirements are delivered.

- It is the responsibility of every manager and employee in the business to:
- Perform his or her job in a safe manner;
- Stop if he or she believes what they are doing is unsafe;
- Comply with all safety regulations;
- Look out for their own safety as well as those of their colleagues;
- We will review this policy on a regular basis;

Regional Directors will monitor and review action plans and compliance with legal and other requirements at their quarterly HS&E committee meetings. They in turn will report progress to the Managing Director at quarterly Directors HS&E Meetings.

This Policy will be reviewed regularly by the Managing Director and the Director Responsible for Health and Safety. This Policy is consistent with corporate policies. It is published on our Internet site in order to be freely and readily available to any interested party.