



Occupational Health, Safety and Wellbeing Policy Statement

January 2024



Occupational Health, Safety and Wellbeing Policy

MacInnes Bros Ltd (MIB) are committed to the continuous improvement in occupational health and safety matters that may affect our employees and others. For such standards to be achieved, adequate financial and physical resources shall be made available thereby ensuring continuing development of the competence of employees and the provision of any necessary expert advice.

Adequate resources, commitment and participation is assigned to the continuation and development of a positive health and safety culture. To support this, we shall maintain a recognised occupational health and safety management system in accordance with the requirements of ISO 45001:2018 and in doing so provide a framework which helps us to achieve our health and safety aims and objectives.

These include:

- the prevention of injury, ill health and loss of life;
- the provision of safe and healthy working conditions;
- compliance with all relevant health and safety legislation and other requirements;
- identifying, controlling and wherever possible, eliminate hazards and risk;
- increasing awareness of health, wellbeing and safety issues;
- creating and maintaining a strong health and safety culture;
- educating and enabling people to recognise the signs of poor mental health in others, ensuring that individuals are supported and signposted to the appropriate services that are available to them;
- ensuring that the causes of work related near misses, accidents and ill-health are identified, understood, prevented and controlled;
- managing health problems through early recognition and monitoring;
- managing return to work after sickness and supporting rehabilitation;
- consulting with our workforce on matters of health, safety and general well-being;
- influencing project design by proposing solutions to reduce health and safety risk;
- provide appropriate health and safety training, information, and guidance;
- continually improving our health and safety management system and performance.

This policy extends to ensuring that our daily operations and activities recognise the dangers associated with and the precautionary measures needed in managing our workplace during the Coronavirus COVID-19 pandemic. It is the responsibility of all persons to fully comply with the requirements of our policy in such a manner that does not endanger their own health, safety, and wellbeing or that of those around them.

Our policy statement shall be communicated to all of our employees and everyone else working on our behalf. As well as being available upon request our policy will be accessible to all relevant interested parties at our head office, site workplaces and on our website.

Signed:

A handwritten signature in blue ink, appearing to be 'A. J. ...', written over a horizontal line.

Managing Director

Date: 24.01.2024