MACINNES BROS LTD

BUILDING, CIVIL ENGINEERING & BUILDERS MERCHANT

Health, Safety, Quality & Environment Policy Statement

January 2026

HS&E Policy Statement January 2026
MIB-POL-015
MIB Issue 001
09.01.2026

HEALTH, SAFTEY & QUALITY POLICY STATEMENT

The management of **MacInnes Bros Ltd** will comply with the requirements of the Health and Safety at Work etc. Act 1974 and other relevant Health and Safety legislation. Senior management has ultimate responsibility for health and safety, others may be asked for their full cooperation in relation to health and safety matters. We recognise that high standards of health, safety and welfare are an integral element of efficient management of objectives and contribute to the overall operational success of our company.

We 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.

Health and Safety is a management responsibility of equal importance to all other objectives; thus, the Directors and Managers shall pursue progressive improvements in health and safety performance. This will be achieved by establishing and maintaining control, communicating the necessary information, encouraging co-operation between individuals and groups to ensure that a positive Health and Safety culture is promoted and developed.

All employees have a legal duty to take care of their own health and safety and that of others, they must comply with health and safety rules, procedures and co-operate with instructions and recommendations given by management.

So far as is reasonably practicable, we shall ensure that:

- Safe work methods and conditions are provided and adopted
- Statutory requirements are complied with and accepted as the minimum standards in all work areas and activities
- Employees are made aware of potential hazards and the precautions to be adopted, by providing information, instruction, training, supervision and appropriate safety equipment
- Steps are taken to identify immediate and underlying causes of work-related injuries and ill health and implement any preventative action necessary
- Employees are actively encouraged to participate in Health and Safety arrangements and submit ideas and suggestions for improving standards

The detailed arrangements for achieving these objectives are set out in the main body of our health and safety policy. We shall regularly review this policy to ensure that it is appropriate to the nature and scale of our occupational health and safety risks and remains relevant and appropriate to the purpose of the business. That is, at least every year, or more frequently should there be a significant incident or any major changes to legislation, operations or personnel and any necessary amendments will be communicated to all employees.

MacInnes Brothers Limited is committed to delivering construction services that consistently meet or exceed the expectations of our clients, stakeholders, and regulatory requirements. Our commitment to quality is fundamental to our success and is integrated into every aspect of our operations.

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We will achieve this by:

- **Adhering to industry standards and regulatory requirements**: Ensuring compliance with all relevant building codes, laws, and safety regulations.
- **Continuous Improvement**: Regularly reviewing and improving our processes, techniques, and technologies to enhance the quality of our projects.
- **Customer Focus**: Understanding and meeting the needs and expectations of our clients, ensuring satisfaction through quality construction, on-time delivery, and within budget.
- **Employee Training and Development**: Investing in the continuous development of our employees to maintain a skilled and knowledgeable workforce committed to quality excellence.
- **Effective Communication and Collaboration**: Promoting a culture of open communication, teamwork, and collaboration with all project stakeholders, from design to completion.
- **Risk Management**: Identifying and mitigating risks throughout the project lifecycle to ensure the highest standards of safety and quality.
- **Sustainability**: Incorporating environmentally responsible practices in our construction processes, promoting sustainability in every project.

This policy is communicated to all employees and stakeholders, ensuring that quality is everyone's responsibility. MacInnes Brothers Limited is dedicated to continually enhancing the effectiveness of our quality management system and ensuring that all projects are delivered with the highest standard of excellence.

Signed: Managing Director Date: 09.01.26

ENVIRONMENTAL STATEMENT

This statement sets out the environmental commitments for MacInnes Bros Ltd and is consistent with our corporate policy. This Environmental Statement applies to all activities undertaken by the company, their management and employees. It covers and applies to, all buildings, goods and services used and provided by MacInnes Bros Ltd and everyone working for us. It concerns the immediate impacts of our activities and policies.

To support this, MIB shall maintain a recognised live Environmental Legal Register in accordance with the requirements of ISO 14001 and in doing so provide a framework which helps us to achieve our environmental aims and objectives as an organisation and our clients.

The Environmental Statement excludes the indirect impact of our goods or services that we cannot control or influence and also our suppliers' impact that we are unable to influence.

Our activities are designed to reduce our harmful impact on the environment and everyone working for the Company, or on the Company's behalf, is asked to support this statement.

Objectives and Targets

- This Environmental Statement updates and replaces any and all previous statements. Our current targets are set out in 'Our Environmental Policy at Work'. These objectives and targets shall be publicised throughout our company and all staff will be committed to their achievement.

We aim to: -

- Minimise our consumption of resources and raw materials
- Minimise emissions and reduce energy consumption
- Minimise waste from our activities and promote recycling
- Purchase from suppliers who share our concern for the environment and whenever possible, purchase and use recyclable products or products from sustainable sources
- Meet or exceed all environmental legislation that relates to the Company
- Exercise a positive influence, where we can, through our Environmental Awareness
- Have a positive effect with our Environmental Awareness training.

We will do this by: -

- Training and encouraging our staff to implement our Environmental Statement.
- Complying with, and wherever possible, exceeding all relevant environment legislation
- Implementing a system to monitor and measure our impact on the environment
- Continuing to integrate environmental aims into our business planning process for ongoing improvement

- Actively communicating with employees and external contacts and clients on our environmental Statement and engaging with them to achieve good environmental practice.
- Changing our activities, where we can, to increase enthusiasm and support, stimulate self-mobilisation and action.

- Mobilising local knowledge and resources for environmental sustainability.
- Monitoring our progress with periodic reviews and set targets for improvement.
- Updating this policy as necessary, undertaking to review at least annually.
- The Director(s) and/or Manager of the company, taking advice from those whom this Environmental Statement may affect and, if necessary, issue a revised version of this statement to reflect the latest developments.
- This Environmental Statement and any developments being communicated in an appropriate and effective way to all who may be affected by it.

Responsibilities:

- Prioritising environmental issues to protect the natural environment and minimising negative impacts.
- Optimising the use of resources, including minimising carbon throughout the value chain.
- Engaging with the community to improve the local environment in a meaningful way

Signed: Managing Director Date: 09.01.26