

# Health & Safety Policy



## At Colas Limited, we believe that:

- The Health & Safety of our personnel and other interested parties who come into contact with our operations is our first priority.
- Health and Safety are line management responsibilities.
- Achievement of annual H&S objectives requires personal commitment from all employees.
- All injuries and damage to health are preventable.

## We are committed to the following aims:

- Providing safe and healthy working conditions so as to prevent work related injury and ill health of our employees and others who may be affected by our business activities.
- Establishing and maintaining performance standards which enable work to be performed safely and in compliance with Health and Safety legislation and other requirements to which the company subscribes
- The consultation and participation of workers in all relevant health & safety matters.
- Continual improvement of the H, S & W management system so as to eliminate hazards where possible and reduce OH&S risks.
- Investigating any injuries and incidents in order to understand all the facts, and implement corrective action plans to avoid recurrence.
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities.

## Our Objectives are as follows:

- Produce plans that set out company wide and local health and safety objectives with defined timescales and to monitor the performance against those targets.
- Ensure we have sufficient competent people to achieve these objectives
- Undertake Risk Assessments and review these as necessary.
- Develop and maintain management processes, operational procedures and audit programmes including external assessment to ensure effective and efficient compliance with set performance standards and BS ISO 45001.
- Provide information and competent advice to all employees and contractors on Health and Safety matters.
- Improve work activities through a regular programme of Safety meetings, committees, audits and management safety observations.
- Encourage the reporting of all incidents, near misses, unsafe acts and unsafe conditions and act upon the findings.

Senior management has established these aims and objectives and are responsible for their implementation throughout the company. The organisation and arrangements for putting this policy into practice are contained in the Health, Safety and Wellbeing Management System. This policy will be communicated throughout the organization including subsidiaries: Colas Isle of Man, Colas SIAC projects and Allied Infrastructure and is readily available to interested parties on request and will be kept as documented information.

A handwritten signature in black ink, appearing to read "C. Fergusson".

Chief Executive Officer

C. Fergusson  
April 2020