

## **HEALTH AND SAFETY POLICY STATEMENT**

### **Health and Safety at Work etc. Act 1974**

This is the Health and Safety Policy Statement of Coulson Group Limited, Coulson & Son Limited, and Coulson Joinery Limited t/a Coulson Building Group.

#### **1. Our Goals and Commitment**

As Managing Director, I commit the Company to the highest standards of health and safety and to full compliance with all statutory duties placed upon us. We will provide safe and healthy working conditions for all employees and subcontractors working under our control, and we will ensure that our activities do not endanger others, including clients, visitors, and members of the public. Our objective is to achieve zero harm across all operations.

Sufficient time, resources, and competent support will be allocated to ensure that health and safety is effectively managed throughout the business.

#### **2. Responsibilities**

##### **Managing Director**

- Provides leadership and strategic direction for health and safety.
- Ensures adequate resources, competent personnel, and effective management systems.
- Sets a personal example by complying with all duties and company procedures.
- Reviews overall health and safety performance annually.

##### **Directors and Senior Management**

- Promote a positive safety culture across all departments and sites.
- Ensure that risk assessments, safe systems of work, and training requirements are implemented.
- Monitor compliance and address any shortcomings promptly.

##### **Managers and Supervisors**

- Implement this policy on site and ensure compliance with legal and company requirements.
- Deliver site inductions, toolbox talks, and ongoing safety briefings.
- Conduct inspections, monitor RAMS compliance, and enforce site rules.
- Report and investigate incidents, near misses, and unsafe conditions.

##### **Employees**

- Follow all safety procedures, RAMS, and instructions provided.
- Use PPE correctly and maintain it in good condition.

- Report hazards, unsafe acts, or equipment defects immediately.
- Cooperate fully with the Company to ensure this Policy is carried out.

#### **Subcontractors**

- Comply with this Policy and all site-specific safety requirements.
- Provide suitable and sufficient RAMS for their activities.
- Ensure their workforce is trained, competent, and supervised.
- Coordinate their work with site management to avoid risks.

#### **Health & Safety Advisor**

- Provides competent advice and support to management and site teams.
- Conducts audits, inspections, and incident investigations.
- Assists with training, policy updates, and continuous improvement.

### **3. Arrangements for Managing Health & Safety**

To meet our commitments, the Company will:

- Ensure adequate risk assessments are carried out, and appropriate control measures are in place to manage risks arising from our work activities.
- Consult with employees on matters affecting their health and safety.
- Provide and maintain safe plant and equipment, ensuring regular inspection and maintenance.
- Ensure safe handling and use of substances, including compliance with COSHH requirements.
- Provide information, instruction, and supervision to ensure safe working practices.
- Ensure all employees are competent to carry out their tasks and provide adequate training, including inductions, toolbox talks, and refresher training.
- Implement safe systems of work for high-risk activities such as working at height, lifting operations, excavations, confined spaces, hot works, and temporary works.
- Aim to prevent accidents and cases of work-related ill health, with the objective of achieving zero incidents.
- Maintain safe and healthy working conditions, including welfare facilities compliant with CDM Regulations.
- Provide health monitoring for employees where required.
- Ensure that deliberate breaches of health and safety rules and procedures lead to disciplinary action.
- Monitor and review performance, including inspections, audits, and incident investigations.

#### 4. Consultation and Communication

We recognise that effective communication and worker involvement are essential to maintaining a safe working environment. The Company will:

- Encourage employees to raise concerns and report hazards.
- Hold regular safety meetings, briefings, and toolbox talks.
- Consult with workforce representatives on safety issues and improvements.
- Ensure that all relevant information is communicated clearly and promptly.

#### 5. Monitoring and Review

This Policy will be **reviewed at least annually**, or sooner if:

- There are significant changes in legislation.
- The nature of our work changes.
- An incident, audit, or investigation identifies the need for improvement.

More detailed information on the implementation of this Policy is available in the Health and Safety Manual (Doc 161) and accompanying documents on the Company intranet.

#### 6. Statement of Leadership

As Managing Director, I will set a good personal example to others in complying with the duties placed upon me and expect all employees to co-operate fully with the Company to ensure this Policy is effectively implemented.

Signature		Paul Glover Managing Director
Date: April 2026	Review Date: April 2027	