

## Company Health & Safety Policy – Statement of Intent

### AIM

Sir Robert McAlpine Limited is committed to preventing harm to our employees whilst they are working and to those who might be affected by our operations.

We seek to achieve this aim by driving positive attitudes and behaviour in to our health and safety culture which is underpinned by rigorous hazard analysis and risk management. This approach ensures the delivery of safe and successful projects and the continuation of our reputation for excellence as a responsible family-owned business. Central to our approach is our Build Sure business philosophy, which is founded on our commitment to operational excellence and working with our supply chain partners to deliver safely, sustainably, on time and with zero defects and snags.

### OBJECTIVES AND PROGRAMMES

This policy supports our **Build Sure** philosophy for a sustainable and successful business through the delivery of the following objectives:

- **Resources** - the provision of suitable and sufficient resources and to provide effective leadership and management;
- **Responsibility** – the development of personal responsibility and care for each other through a determination that everyone will go home unharmed each day;
- **Legislation** – ensuring compliance with all applicable legislation and statutory controls in a professional and transparent manner;
- **Performance** - monitoring and evaluating our progress in order to continually improve our success in preventing harm and developing a positive culture;

We seek to achieve these objectives through the following key **Programmes**:

- **Leadership** – we provide strong and proactive leadership with a focus on behavioural and cultural change through our Safety Leadership programme;
- **Training** – we develop staff competence, capability and commitment through our Training and Communication programme;
- **Prevention** – we structure hazard analysis and risk management from design to construction through our Company Management System (CMS) with an emphasis on shared responsibility and team working.

### ORGANISATION AND ARRANGEMENTS

Part II of this policy sets out the duties of all employees and the specific responsibilities of managers and other post holders. Directors, Regional Managing Directors, Heads of Department, Line managers and Supervisors are supported at all levels by Health and Safety Advisors.

The Company Health and Safety Manager advises and reports on overall performance to the CEO and Construction Board via the Director Responsible for Health & Safety.

Part III of this policy contains our Company Management System (CMS) which is accessible to all employees and other relevant parties (where applicable). We work with other organisations to deliver projects successfully and to be satisfied that our supply chain partners have their own hazard analysis and risk management systems in place. We require participation of customers and supply chain in our Safety Leadership Programme.

### REVIEW

The Construction Board is responsible for reviewing this policy and overall monitoring of implementation and effectiveness.



**Boyd McFee**  
Director Responsible for Health and Safety  
July 2018