

## Health & Safety Policy Statement

Bowmer + Kirkland Ltd and its subsidiaries (the Group) is a family owned business and promotes family values. Health & Safety is a core business value. We are committed to creating a future free of accidents, incidents, and ill health as a result of our activities.

We are committed to working with our Clients and other external interested parties to manage and control Health & Safety risks. Managing safety, health and wellbeing and engaging with, and training our workforce are integral to how we work along with the consultation and participation of workers

The Group wish to maintain workplaces where everyone is valued, all views are listened to and a safe and healthy working environment is the norm and not the exception.

It is the Group's belief that all accidents and occupational ill health can be prevented by adherence to our policies and procedures. We take a sensible, positive approach towards Health & Safety. We seek to comply with all applicable legislation, reducing risks to the lowest level we reasonably can. Good practice is accepted as core value throughout the business and integral to maintaining a strong, positive safety culture.

Nothing we do is so important that we cannot take the time to do it safely. No one is asked or expected to work unsafely.

We take pride in everyone returning home safely every day, and we will actively target any matters of concern.

All efforts will be made, and sufficient resources will be made available to maintain, as far as reasonably practicable, a safe and healthy environment at every location under the Group's control.

We embrace the principles of leadership and endeavor to help everyone in our business to eliminate hazards and reduce OH&S risks, work safely and prevent unsafe work practices,

and will never knowingly walk past an unsafe act or condition on site.

Documented arrangements are maintained in our Health & Safety Management System based upon ISO 45001:2018 and the Company's operational procedures. Compliance and continual improvement are achieved by effective implementation of this Policy and monitoring and audit to evaluate performance and progress This Group Health & Safety Policy is reviewed on an annual basis and monitoring the implementation of this policy is supported by the Group Director of Health & Safety and his Team.

Leadership, passion and commitment are present at all levels. The Group expects and requires all levels of Management and Supervision to actively initiate and pursue ways and means of making the working environment as safe and healthy as possible.

It is the responsibility of ALL our employees and subcontractors to comply with legal, moral and company safety requirements. Good safety behaviour is admired, respected and recognised across the Group. Peer pressure will reinforce policing – acting unsafely is anti-social.

All the Group Companies' Directors acknowledge their responsibility for successful implementation of the Health & Safety Policy and for promoting the continual improvement of Health & Safety within their Company.

Proper management of Health & Safety is critical in the future development of the Group and in safeguarding its reputation. Attitude and behaviour, not just statistics, are a measure of success. Our business welcomes those who support our vision and are willing to work with us – without compromise on safety.

**Signed:**



**J A C Kirkland - Chairman  
Date 31st January 2023**