

It is the policy of Morganstone to ensure, so far as is reasonably practicable, the health, safety and welfare of its employees and the health and safety of other persons who may be affected by its activities. The organisation is committed to managing its activities such that the risks to occupational health & safety of all affected or interested parties are reduced to tolerable levels.

The company recognises that construction carries many risks, and that occupational health and safety must be central to and compatible with the organisation's vision and future.

Morganstone will: -

- Provide a safe and healthy working environment for all employees and stakeholders in order to prevent work related injury and/or ill health.
- Commit to preventing injury and ill health of all personnel affected by its activities.
- Commit to working in accordance with legal and other requirements appropriate to our operations.
- Commit to, where reasonably practicable, eliminating hazard and reducing occupational health and safety risks associated with our operations.
- Commit to working in accordance with government regulations and guidelines on risks associated with pandemic events, such as COVID-19.
- Commit to implementing processes that support and encourage consultation and participation with all workers at all levels as part of the decision-making process.
- Maintain an occupational health and safety Management System accredited to ISO 45001, that will hold all the necessary procedures to inform our construction sites and offices of the minimum standards to be implemented.
- Appoint a dedicated manager responsible for its occupational health and safety Management System.
- Ensure that its statutory duties are met at all times.

The Organisation's Responsibilities

Morganstone will ensure that:

- It complies with all applicable legislation, relevant standards and practices, the requirements of our customers and regulatory bodies.
- A process of continual improvement is implemented across its occupational health and safety objectives and management system.
- It sets and monitors annual occupational health and safety objectives to be reviewed at the Management Review Meetings.
- Management provides the necessary resources to carry out its policy commitments and meet its objectives, ensuring regular reviews of requirements in line with changing regulations and guidelines.
- Appropriate positions are identified and appointed across the organisation of suitably experienced and competent personnel to carry out hazard identification and risk assessments and apply suitable controls.
- It communicates with all employees the risks and controls associated with their work, the environment in which it operates and their duties in effecting these controls.
- A training programme is in place to ensure that individuals are competent to perform their required tasks and that they are aware of their responsibilities in respect of the occupational health and safety.
- Occupational health and safety is an agenda item at Board Meetings.

- A process of consultation and participation is implemented on matters relating to occupational health, safety, and welfare.
- Adequate facilities and arrangements are maintained to enable employees to raise issues in relation to occupational health and safety.
- Each employee is given such information, instruction and training as is necessary to enable the safe performance of work activities.
- All arrangements are brought to employees' attention and are monitored and reviewed to ensure that they are effective.
- This policy and its objectives are published and made available to all interested parties and communicated to all persons working for the organisation.
- The global context and environment in which it operates is monitored and relevant information, guidance and instruction is reviewed and incorporated into operational procedures when a direct impact on its operation or people is identified, e.g. COVID-19.
- This policy is displayed at all projects, office locations and on the company website.
- This policy is reviewed as a minimum annually.

Employees' Responsibilities

Employees must ensure that they:

- Work safely in line with statutory requirements and other appropriate standards.
- Co-operate with management to enable all statutory duties to be complied with.
- Take reasonable care of their own health and safety and the health and safety of others who may be affected by their acts or omissions.
- Familiarise themselves with the health and safety arrangements that apply to them and their work functions.
- Consult and participate with the company to provide feedback and ask questions in respect of arrangements and information provided in respect of occupational health and safety.
- Identify and report any unsafe working conditions. In such cases, work will cease until the situation has been rectified where necessary.
- Report for work only if they are fit and well enough to undertake the works required of them. Reporting any changes to their condition or ability to undertake their work to Site Management.

Full details of Morganstone's arrangements for health and safety will be set out in the Business Management System.



Ian Morgan
Managing Director
Morganstone Ltd
1st July 2025

Next Review Date: 1st July 2026