

## **Health and Safety Policy Statement**

This Health & Safety Policy Statement is prepared by Cousins Group Ltd and is applicable to all Group companies – Cousins Ltd, Campbell Smith & Co Ltd and Cousins Building & Refurbishment Ltd. It forms part of our HSEQ Management System and is communicated to our employees by induction and through Teams, and is readily accessible to other interested parties via the website.

The company is committed to the elimination of accidents, dangerous incidents and ill health in the work place, and all employees are actively encouraged to contribute towards this objective by contacting the HSEQ Manager or Managing Director to discuss or report any issues, or to suggest improvements to working practices or the HSEQ Management Systems.

In setting Health & Safety objectives, the company will take into account all applicable legal and other requirements, and will consult with workers in establishing and maintaining this Policy and its associated procedures.

We appoint personnel who have the competence required for their role, and managers are responsible for providing appropriate safety training for workers reporting to them.

Continual efforts are made to improve our Health & Safety procedures and performance by Identifying hazards in the workplace, assessing the risks related to them, implementing appropriate preventative and protective measures, providing and maintaining safe work equipment and implementing safe systems of work.

We remind our employees that they are responsible for their own safety and that of colleagues and others in the area of their work. They are also responsible for carrying out their work in a safe & responsible manner, and we will provide the support to enable them to do this.

### **We undertake to comply with our duties by:**

- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform.
- Ensuring that technical competence is maintained through training, mentoring and the opportunity to gain experience as appropriate.
- Promoting awareness of health, safety and good practice through the effective communication of relevant information.
- Providing sufficient resources to meet these objectives, including a mandatory 5 Point PPE requirement.

This Policy Statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the Health and Safety Management System for Cousins Group Ltd.

We shall review this Policy at least annually to monitor its effectiveness, to ensure that it reflects changing needs and circumstances, and ensure our H & S objectives are met.



Ben Doherty  
**Managing Director**  
Date: 24.1.2022