

Bryburn Limited. ('The Company') located in 1 Gloster, 5 Whittle Avenue, Fareham, PO15 5SH provides under its current scope of business and specialising in:

"Construction Services, Commercial & Residential Refurbishments, Mechanical & Electrical Installations, Small Works & Maintenance"

Within our scope of capabilities, we are mainly working in Southern England, but we are able to offer our services anywhere in the United Kingdom.

In accordance with its duty under section 2 (3) of the Health and Safety at Work Act, 1974 & Amendments, and in fulfilling its obligations to workers, clients and the public who may be affected by its activities, the Company have produced the following statement of policy in respect of Occupational Health and Safety (OH&S) while meeting the requirements of ISO 45001:2018 Occupational Health & Safety Management Systems.

It is the aim of The Company to achieve a safe and healthy working environment under its current scope of business that is free from work related injury and ill health and to this end we will pursue continual improvements in our OH&S management and performance from year to year which subscribes to the prevention of accidents and ill health.

We undertake to discharge our statutory duties by:

- Complying with all applicable regulatory and statutory requirements and best practice & other requirements to which the company subscribes which relate to its OH&S hazards;
- Identifying hazards within the workplace, assessing risks related to them and implementing appropriate preventative measures to eliminate them and reduce OH&S risks;
- Providing and maintaining safe methods of work and equipment;
- Establishing and enforcing safe methods of work;
- Recruiting and appointing personnel who have the ability, skills and competence commensurate with their role and level of responsibility;
- Ensuring tasks given to workers are within their skills, knowledge and ability to perform;
- Ensuring workers including their representatives are consulted and they participate within its OH&S Obligations
- Ensuring that technical competence is maintained through provision of refresher training as appropriate;
- Promoting awareness of occupational health and safety and of good practice through the effective communication of relevant information (internally and externally e.g. Sub-Contractors) which ensures they are aware of their individual OH&S obligations;
- Ensuring it includes all persons who may come into contact with the Company's day to day activities (i.e. Clients, Consultants, Sub-Contractors, Stakeholders, Workers, Members of the Public etc) in an effort to ensure that such persons are not adversely affected by its activities.
- Setting and reviewing a programme of appropriate OH&S objectives and targets;
- Ensuring sufficient resources to meet these objectives and targets;
- Ensuring that this OH&S Policy is made available internally (to all persons working for or on behalf of the company) and externally (the public or other interested parties that request it) either electronically and / or hard copy issued on request.

All employees / workers on their part will actively contribute to this policy by promoting a safe working environment, which is free from work-related injury / accidents and ill health.

All employees / workers are encouraged to report incidents, hazards, risk and opportunities without fear of reprisals.

The company recognises and accepts responsibility for providing a safe and healthy working environment for all persons in its employment and will also seek to ensure that where workers are indirectly engaged in work on its behalf (i.e. through sub-contractors) that such sub-contractors comply with the spirit and intention of this Policy.

The Company will ensure that this policy is reviewed and recommitted to annually and monitor its effectiveness to ensure that it reflects changing needs and circumstances.

In addition, the Company has a formal Integrated Management System (IMS) which is operated in accordance with ISO 9001:2015 Quality Management Systems - Requirements, ISO 14001:2015 Environmental Management Systems - Requirements & ISO 45001:2018 Occupational Health & Safety Management Systems – Requirements which ensures all Policies are subject to ongoing review via the formal Management Review Process, which includes setting / reviewing Occupational Health & Safety Objectives and Targets, Opportunities and Associated Risks (Risk Register).

The individual responsibilities of Directors, Management, Staff / Workers are contained in the Health & Safety Policy 'Arrangements' section. Such responsibilities form part of the individual's conditions of employment and in the case of sub-contractors, conditions of contract with the Company.

All new and existing personnel and persons working on behalf of the company are made aware of the OH&S Policy either during internal communication (e.g. displayed within the company workplace), on-going training or Company Induction.

The Managing Director has delegated responsibility to the IMS Manager (Management Representative) for maintenance of the IMS and who has full authority to carry out the Occupational Health & Safety Policy of the company including responsibility for advising and informing the staff / workers on health & safety matters and all Company personnel are required to co-operate with the Management Representative in carrying out this task.

The Managing Director holds overall responsibility for health, safety and welfare and shows top management commitment in pursuance of this Occupational Health and Safety Policy by the Managing Directors approval (see below).

Authorised by:

Date: March 2025

Name: Andy Cuddy

Position: Managing Director