

## Health & Safety Policy Statement

Alun Griffiths (Contractors) Limited is a civil engineering company based in Abergavenny, South Wales, undertaking projects for Highways England, Network Rail, Welsh Government, Local Authorities as well as other public and private clients across Wales, the West Midlands and the West of England. Projects include highway schemes, rail infrastructure schemes, utility and river works.

Our vision is to provide a workplace where employees and contractors are not harmed. Where everyone recognises that all incidents are preventable, and health must never be compromised ensuring this will enable us to achieve our 'Work Safe Home Safe' commitment. The aim is to achieve standards of occupational health, safety and welfare which exceed necessary legal and other requirements.

### **We actively commit to the following principles:**

Leadership is expected to demonstrate visible commitment to Occupational Health and Safety and to lead by example. Health and Safety must never be compromised by operational or business needs. Leaders must show a demonstrable commitment to setting of objectives and actively engage in monthly Senior Leadership Interaction opportunities.

Line managers are responsible for Health and Safety implementation, communication and compliance. Whilst supported by a team of Health and Safety professionals, line managers must ensure that:

- All employees, apprentices, managers and contractors are trained to work safely
- Risk assessments are used by everyone working at Griffiths sites to identify, control, reduce and eliminate, where practicable, all hazards
- Everyone understands their role in health and safety and is responsible for specific risks and opportunities in their place of work.

Everyone at Griffiths has a role to play in achieving our health and safety vision. We all have responsibility for our health and safety and that of those around us. We are each empowered to: speak up or act when we see an issue; ask for help when we need it; share when we see something that might help others. We should also be open to feedback and challenge from others.

Health and safety must be incorporated into all aspects of our business. No task is so important it cannot be done safely. All incidents must be reported, investigated and where required remedial actions taken to prevent repeats.

Systems and processes to support our vision will comply with all relevant legislation, regulations and industry codes of practice through effective deployment of our health and safety management systems, the CRH 16 Life Saving rules, mandatory framework and Griffiths health and safety standards, along with satisfying the requirements of BS EN ISO 45001:2018. Our health and safety performance is monitored through a robust assurance programme, overseen by a series of committees at all levels, starting with the Health and Safety Leadership Team.

### **Our commitment:**

We are committed to the prevention of injury and ill health and to the continuous improvement of our Health and Safety performance through consultation with our workers. The overriding principle is that accountability for Health and Safety starts at the top, with the Griffiths Board of Directors. In fully supporting and endorsing this approach we will not only be visible in its delivery, but also make the necessary resources available to implement it.

This policy will be reviewed, as a minimum, annually.



**Signed: Stephen Tomkins**  
**Managing Director**

**Date: 22<sup>nd</sup> March 2021**