

# HEALTH, SAFETY & WELFARE POLICY

## GENERAL STATEMENT

Mackenzie Construction is conscious of its health and safety obligations to its employees, sub-contractors and others, and will always promote a safe and healthy working environment, committing to eliminate hazards and reduce Occupational Health and Safety Risk.

The Senior Management Team recognises that this formal statement of the details of its Policy is an essential feature of the growth and development of the Health, Safety and Welfare Policy.

The Directors of Mackenzie Construction regard the health, safety and welfare of its employees to be of the utmost importance, and essential to successful running of the company. We will do everything in our power to comply with all relevant legislation and provide adequate finances and time to develop the culture. We will provide a framework for setting Occupational Health and Safety Objectives.

We shall endeavour to increase health and safety awareness in all its employees by providing detailed information and training to ensure safe practices, commitment to consult and participation of workers on Occupational Health and Safety issues.

We will endeavour to ensure continual improvement of the Occupational Health and Safety Management System.

We shall endeavour to ensure the maintenance of working conditions and practices that do not endanger the health and safety of employees, contractors or members of the public.


Each Manager will also encourage every individual to adopt an approach to health and safety, which not only emphasises the provisions of adequate physical safeguards and working practices and procedures, but also develops mechanisms designed to motivate employees and contractors to follow safety rules and generally act in a safe manner, thereby enhancing the culture.

The Arrangements for the effective implementation of the policy will be by the creation and maintenance of comprehensive operating rules and procedures, specific to the activities carried out. These rules and procedures will be so designed as to demonstrate compliance with any legal or otherwise, health, safety & welfare requirement and form part of the overall Mackenzie Management System which encompasses the Construction Skills Publication GE 700 in its entirety, and in accordance with ISO 45001:2018. Health, Safety and Welfare is an agenda item for discussion at all Management meetings.

Ultimate responsibility for health safety & welfare rests with the Managing Director. It is recognised however, that the effective implementation of the policy requires the involvement and commitment of management and operatives at all levels. The responsibilities for health and safety at each level within the organisation are outlined in the Mackenzie Management System (MMS) Roles & Responsibilities.

This general statement endorses the contents of Mackenzie Construction Limited Statement of Intent.

This policy document will be reviewed annually or when any significant changes take place within the organisation or legislation. The HSEQ Manager in conjunction with the Managing Director & Contracts Director will conduct the review. The Managing Director, Contracts Director and HSEQ Manager will approve changes to the document prior to issue.

Signed:   
(Andy Dalrymple, Managing Director)

Signed:   
(Mark Wilson, Contracts Director)

Date: 21.01.2020

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