

# Health and Safety Policy Statement

Howard Civil Engineering hold Health and Safety as a prime business value. We strive on working with contractors to create working environment for ourselves and others free from incident and injury. We create this culture by

- Working safely which also enhances our quality, improving productivity and generating value
- Promoting and rewarding proactive attitudes and behaviour, alongside statistics, and used as a marker of success.
- Employing competent experienced supervisors fully trained in all aspects of Health and Safety, but also who show leadership, passion and commitment to all employees on site
- Welcoming only those who support our policy and not compromise Health and Safety
- Reviewing performance to identify and address weakness so continual improvement in Health and Safety performance can be achieved.
- Consult with all employees and actively seek their participation in the implementation of Health and Safety across the company.
- Auditing and adhering our systems in line with 45001 ISO standards.
- Ensure that the senior management team (SMT) meetings, sets and reviews the H&S objectives, and reports on the Internal audit results as a means of monitoring and measuring the processes and the effectiveness & suitability of the H&S Management System and objectives set.

Managing Director, Michael Howard, has overall responsibility for the implementation of the Health and Safety policy for the company and recognises the importance of allowing adequate time, money and resources to ensure that legal and policy obligations are met. The business is run in line with our vision statement in mind and company values that bind our business together.

## Company Values

### Stakeholders

- We value our stakeholders, upstream and downstream, irrespective of size or scale.

### Culture

- We are driven, enthusiastic and accountable, delivering positive results for ourselves and our stakeholders.

### Communication

- We communicate effectively with clear, concise and proactive messages. We are available and contactable.

### Trust and Integrity

- We act in a fair, professional, honest manner irrespective of the behaviour of others.

### Exceed Expectations

- We deliver on our promises and commitment to all stakeholders, as an absolute minimum.

### Reputation

- We do not own our Reputation. We ensure that our actions influence our clients' opinions of us in a positive way.

The operation of this policy will be monitored by members of the management team of the company. To assist them in this respect, the company have appointed an internal dedicated Health and Safety Manager to control all aspects of safety on a day-to-day basis, who visits sites; giving advice on the requirements of the relevant statutory provisions and safety matters generally.

All employees are expected to co-operate with the company in carrying out this policy and must ensure that their own work is carried out without risk to themselves or others.

This statement of company policy will be displayed prominently in the company offices.

The organisation and arrangements for implementing the policy will also be made readily available for reference by any employee, or third party as required.

**WE TAKE PRIDE IN EVERYONE RETURNING HOME SAFELY EVERYDAY**

Signed:



Date: 05<sup>th</sup> January 2026

M T Howard - Managing Director