

CPC Civils Ltd recognises the importance of providing safe and healthy working conditions for all persons affected by our operations. This policy is issued in accordance with Section 2(3) of the Health and Safety at Work etc. Act 1974 and is aligned with the requirements of ISO 45001:2018.

CPC Civils Ltd is committed, so far as is reasonably practicable, to complying with all applicable health and safety legislation, approved codes of practice, client requirements and other legal and organisational obligations, to protect the health, safety and welfare of our employees, contractors, visitors and members of the public.

### **Our commitments**

To fulfil this commitment, CPC Civils Ltd will:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Eliminate hazards where reasonably practicable and reduce occupational health and safety risks through the application of effective risk control measures.
- Establish, implement and maintain suitable and sufficient risk assessments and safe systems of work for all activities, ensuring findings are communicated and understood.
- Provide and maintain safe plant, machinery and equipment, supported by appropriate inspection, maintenance and monitoring regimes.
- Maintain safe workplaces, including safe access and egress, and provide suitable welfare facilities at all locations.
- Ensure contractors and subcontractors are competent, informed of required standards and monitored to ensure compliance with this policy and relevant procedures.
- Provide appropriate information, instruction, training and supervision to enable workers to fulfil their health and safety responsibilities.
- Consult with workers and encourage their active participation in the development, implementation and improvement of health and safety arrangements.
- Establish clear occupational health and safety objectives, communicated to workers and reviewed through the management system.
- Provide access to occupational health support and an employee assistance programme to support physical and mental wellbeing.
- Allocate adequate resources to ensure the effective management of health and safety and compliance with legal and other requirements.
- Continually improve the effectiveness of the Occupational Health and Safety Management System in accordance with ISO 45001.

### **Responsibilities of employees**

Every employee has a legal and moral duty to co-operate with CPC Civils Ltd in meeting its statutory health and safety obligations. Employees must:

- Take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.
- Use work equipment, safety devices and personal protective equipment as instructed.
- Follow safe systems of work and company procedures.
- Refrain from reckless or deliberate actions that could endanger themselves or others.

Failure to comply with health and safety requirements may result in disciplinary action, up to and including termination of employment.

### **Leadership and accountability**

Overall responsibility for health and safety within CPC Civils Ltd rests with the Managing Director, Con Cunningham, supported by the Senior Management Team. Management is committed to providing visible leadership, clear accountability and sufficient resources to ensure the effective implementation of this policy.

### **Review and communication**

This policy will be reviewed at least annually, or sooner if required due to changes in legislation, organisational activities or working practices. Revisions will be communicated to all employees and made available to interested parties as appropriate.



Signed: -

Con Cunningham (Managing Director)

Date: 11.01.2026

Review Date: 10.01.2027