

## Integrated Management System

### IM3.1 - Health and Safety Policy

At Makers Construction Top Management recognises that construction is one of the most dangerous industries in the UK; due to its very nature it creates a high-risk working environment and has one of the highest rates of serious or fatal injuries.

We therefore take our duties to our employees, contractors and all others who may be affected by our works very seriously. We treat the need to prevent accidents, injuries and ill-health as an ongoing business priority

Top Management shall ensure that adequate resources, commitment and participation is assigned to the continuation and development of a positive health and safety culture. To support this, we shall maintain an effective health and safety management system in line with the requirements of BS ISO 45001:2018.

Top Management are committed to fulfil legal and other requirements and will continually improve performance by:

- setting annual objectives and management programmes which are compatible with the strategic direction of the organisation,
- a commitment to eliminate hazards and reduce OH&S risks
- a commitment to the training, consultation and participation of all employees
- ensure that the necessary resources are available, including appropriate expert advice
- identifying and assessing significant risks to identify appropriate preventative and protective control measures,
- reporting and investigating accidents and near miss events and analysing trends, with the objective of reducing accidents,
- reviewing our performance by conducting inspections and audits,
- ensuring and promoting a positive health and safety culture and continual improvement opportunities,
- protecting employees from reprisal when reporting incidents, hazards, risks and opportunities,
- Directing and supporting employees and contractors to contribute to the effectiveness of the OH&S management system,
- Ensuring the policy is communicated to all employees working for and on behalf of the company and is made available to the public.

This policy shall be communicated to all our employees and everyone else working on our behalf. It is the responsibility of each and every person to fully comply with the requirements outlined within this policy; in particular, by co-operating and carrying out their work in such a manner that does not endanger their own health and safety or that of those around them.

To continually improve our health and safety management system, we aim to review this policy and its contents as often as required for it to be effectively implemented. In addition, regular management reviews, attended by members of top management, shall take place at regular intervals This policy shall be reviewed annually and reissued at least every two years.

Signed .....  
Simon Lamb Managing Director

08.01.2026  
Date .....

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