



## **SAFETY POLICY STATEMENT**

### **Introduction**

Northstone requires that the activities of all its employees and subcontractors at all locations and sites within its operational control are carried out in such a way as to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of all its employees, sub-contractors, customers and others who may be affected by our actions.

We believe that our Health, Safety and Welfare objectives can only be achieved by each and every employee accepting responsibility for Health, Safety and Welfare issues as an integral part of their overall duties and responsibilities.

We maintain an Occupational Health, Safety and Welfare Department for the purpose of advising individuals, coordinating efforts, and reporting progress and difficulties to the Managing Director. However, it must be recognised that substantive responsibility for Health, Safety and Welfare matters rests firmly with line management, who must ensure, within this context, that those under their control perform their duties in a safe and responsible manner.

### **It is our policy to:**

- Strive for continual improvement in our safety performance through our OHSAS 18001 Health & Safety Management System. This will be achieved by meeting safety objectives as set in our continual improvement plan.
- Comply with all relevant Health & Safety legislation pertaining to our operations.
- Provide sufficient resources to enable the achievement of our Health, Safety and Welfare objectives, in accordance with the overall Group health, safety and welfare strategy.
- Control risk through identification and assessment of risk and adherence to the preferred hierarchy of risk control principles of, 1) reducing or eliminating risk by substituting the dangerous by the inherently less dangerous; 2) combatting risk at source by engineering controls and giving protective means priority; and 3) minimising risk by other suitable means if 1) and 2) are not feasible.

### **Northstone managers and employees**

Additionally, we require our managers and employees to:

- Individually and collectively act in a responsible and safe manner at all times to ensure the safety of themselves and of others.
- Together be continually mindful of their Health, Safety and Welfare responsibilities, and to take action appropriate to the achievement of our Health, Safety and Welfare objectives, including the assessment and control of risks to themselves.
- Immediately inform their direct line manager, or the Health & Safety Manager, if they or others may be affected by a work situation in which he or she believes there is a risk of serious and imminent danger, or protection arrangements are inadequate.

### **Sub-contractors**

We recognise that we have an obligation to ensure, so far as is reasonable practicable, that our sub-contractors meet all required statutory Health, Safety and Welfare Standards. Additionally, each sub-contractor must comply fully with our Sub-contractor's Safety Rules. We seek mutual cooperation with and between sub-contractors in safety matters.

Prior to commencing work for us, sub-contractors must demonstrate that they are capable of meeting all required Health, Safety and Welfare Standards. Each sub-contractor is required to provide details of their competence, Health & Safety Policy, Strategy, and Work Methods. Such details must show Health, Safety & Welfare objectives and comprehensive methods of achieving them.

Where any sub-contractor does not meet the required occupational health & safety standards, the relevant manager will discontinue that sub-contractor's services until that sub-contractor demonstrates that he or she can and will meet the required standards.

### **Safety Policy communication and review**

Northstone's Health, Safety and Welfare Policy is communicated to all managers, employees and sub-contractors, and is available to all interested parties. To ensure that it remains relevant and appropriate at all times, it is reviewed on a biennial basis by the Division's Managing Director, or sooner if required due to changes in technology or accident investigation.