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# HEALTH & SAFETY POLICY STATEMENT

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It is the firm policy of Munro Building Services Ltd to take all reasonable steps to ensure the safety, health and welfare of all employees in fulfilment of its moral, legal and economic responsibilities. These measures will also be aimed at protecting others who may be affected by our day-to-day working activities. At all times safety is the first priority for the Company and resources will be available to ensure complete legal compliance.

It is a management function to provide the right circumstances under which work may be carried out safely. However, all employees must understand that they have a legal duty not only to work in a safe manner, but also to co-operate with the management in any efforts made to create safe working conditions.

The Company will ensure that the necessary training will be provided at all levels to enable employees to carry out their responsibilities.

The Company will maintain close co-operation with clients, suppliers, subcontractors and the Health & Safety Executive to ensure, as far as is reasonably practicable, that procedures and practices are satisfactory. The Company will ensure that every possible assistance is given to clients with regard to safety requirements.

The Company will ensure that adequate funds, materials and equipment are made available to meet the health and safety requirements of the Company.

The Company will make every reasonable effort to promote amongst its employees a genuine awareness of safety matters and to create and maintain an understanding of the importance of safe working practices, the safe use of plant and the use of protective clothing and safety aids. Employees will be encouraged to involve themselves fully in safety activities and to ensure the reporting of unsafe conditions or practices.

The Company will establish appropriate documented procedures and will define responsibility and accountability for safety at all levels. Continual identification and assessment of hazards within the Company will be made by the Health and Safety Manager and effective policies introduced.

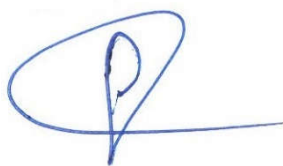
It is a condition of all orders that subcontractors possess a "Company Safety Policy" of their own, which is at least equal to that of this Company - sight of which is required prior to work commencing. Alternatively, a signed acceptance to adopt the Munro Building Services Ltd Safety Policy will be accepted.

The Company will encourage such safety representation as required by legislation and will consult with all employees and subcontractors on matters appertaining to health and safety.

This Policy Statement has been prepared to comply with the Health and Safety at Work etc. Act 1974 and will be reviewed, revised and amended at least annually.

The Company is committed to this Policy and to the continual improvement, implementation and maintenance of the highest standards of health, safety and welfare within Munro Building Services Ltd. The Company expects every employee and subcontractor to share this commitment and work together to achieve it.

Signed:



2<sup>nd</sup> January 2018

Mr Steve Barry - Managing Director