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## HEALTH AND SAFETY POLICY

Constructex Ltd recognises the importance of occupational health, safety, welfare and process safety in the successful operation of its activities. The policy is a declaration of the Directors' intent to establish and maintain a safe and healthy working environment for all the company's operations.

Every employee is expected to support and further develop Constructex's ethos towards health and safety.


The Integrated Management System operated by Constructex complies with the requirements of ISO 45001:2018. The policy is implemented by:

- Carry out all work activities with proper regard for relevant statutory provisions and other appropriate standards. In the case of those discrete industries such as Inshore Diving or Confined Space operations, where specific provisions apply, all work activities will comply with such specific requirements.
- Employees having a responsibility to work safely in line with statutory requirements and other appropriate standards and identifying unsafe working situations. In such cases work will cease until the situation has been investigated and rectified where necessary.
- A commitment to consult with, train and ensure that our employees are competent to carry out their work safely.
- Ensuring that sufficient resources are provided to achieve compliance with this policy.

Additionally, company management will set annual objectives and targets that will be regularly monitored and reviewed. The aim is to achieve standards of occupational health, safety and welfare that meets all statutory obligations and acts to improve industry-wide standards generally. Constructex is committed to the continual improvement of its occupational health and safety performance and the implementation of best practices (this is achieved through the continual improvement of its management system).

Responsibility for the management of health and safety lies with all Directors and Managers. High standards in this area are deemed to be of greater importance than commercial targets.

This policy will be reviewed annually or sooner if changes are necessary to ensure that the management system is effective, compliant, consistently implemented and continually improved.

Signed:   
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WILLIAM EVANS, DIRECTOR

Policy Date: 24<sup>th</sup> March 2023

Review Date: 24<sup>th</sup> March 2024