

Health and Safety Policy

Durkin and Sons Ltd is committed to providing a safe and healthy working environment for all employees, contractors, clients and members of the public who may be affected by our activities.

We believe that no activity is so important or urgent that it cannot be carried out safely. The prevention of work-related injury and ill health is a fundamental business objective and health and safety forms an integral part of every decision we make.

As a leading civil engineering contractor operating within the utilities and infrastructure sectors, we recognise our responsibilities under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Construction (Design and Management) Regulations 2015 and all other applicable health and safety legislation. We are also committed to maintaining and continually improving our Occupational Health and Safety Management System in accordance with ISO 45001:2018.

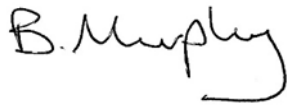
To achieve these commitments, Durkin and Sons Ltd will:

- Provide safe systems of work and suitable arrangements for managing health and safety risks.
- Eliminate hazards where reasonably practicable and reduce risks through effective planning, risk assessment and the implementation of appropriate control measures.
- Meet all applicable legal, regulatory and other compliance obligations.
- Provide and maintain safe plant, equipment, vehicles, workplaces and welfare facilities.
- Ensure that work is undertaken by competent people who receive appropriate training, instruction, information and supervision.
- Consult and engage with employees and their representatives on matters affecting health, safety and wellbeing.
- Promote a positive safety culture where everyone accepts personal responsibility for working safely and has the confidence to stop work where they believe there is a serious risk of harm.
- Investigate accidents, incidents, near misses and unsafe conditions to identify root causes and implement effective corrective actions.
- Protect the physical and mental wellbeing of our employees through appropriate occupational health arrangements and wellbeing initiatives.
- Allocate sufficient people, time and financial resources to achieve the objectives of this policy.
- Monitor health and safety performance through inspections, audits, incident investigations and management review to drive continual improvement.

Health and safety is a shared responsibility. Every employee, contractor and person working on behalf of Durkin and Sons Ltd is expected to comply with company procedures, work safely, cooperate with management, report hazards and incidents promptly, and take reasonable care for their own health and safety and that of others who may be affected by their actions.

Overall accountability for health and safety rests with the Managing Director. The Directors, managers and supervisors are responsible for implementing this policy within their areas of responsibility, while the SHEQ Director provides strategic leadership, professional advice and independent assurance regarding the effectiveness of the Occupational Health and Safety Management System. This policy is communicated to all employees and made available to interested parties upon request. It will be reviewed annually, or sooner where significant organisational, legislative or operational changes occur, to ensure its continued suitability, adequacy and effectiveness.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027