



SAFETY, HEALTH AND ENVIRONMENTAL POLICY AND PROCEDURES

SAFETY, HEALTH AND ENVIRONMENTAL POLICY

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SAFETY, HEALTH AND ENVIRONMENTAL POLICY AND PROCEDURES

Section 1 Foreword

This policy document has been produced in the spirit of ISO 45001 to ensure that employees are aware of the company commitment to the Environment in which they work and their Health and Safety and that they fully understand the standards of conduct, which are expected of them whilst in the employment of BridgeCare.

The company considers the SHE needs of office workers and those of site-based employees alike and appropriate measures are taken to ensure a safe and healthy working environment.

This Policy document forms part of the company procedure manual, for additional information as indicated in the index below see the Employer Handbook, Quality Assurance Manual and the Transport Manual.

EMPLOYERS HANDBOOK

Equal Opportunities
Grievance Procedure
Disciplinary Procedure
Alcohol, Drugs & Substance Abuse Policy
Absence Policy
Maternity Policy
Paternity Leave Policy
Parental Leave Policy
Adoption Leave Policy
Redundancy Policy
Relationships at Work Policy
Working Time Regulations Policy
Flexible Working Policy
Information Technology
Confidentiality Policy
Data Protection Policy
Holiday Policy

For guidance on the above items, see you're Line Manager or the Accountant who is the nominated document holder.

QUALITY ASSURANCE MANUAL

Quality Assurance Policy
Quality Assurance Procedures
None Conformity Procedure

For guidance on the above see Line Manager or the SHEQ Manger who is the nominated document holder.



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TRANSPORT MANUAL

Drivers Responsibilities
Drivers Hours
Drivers Daily Checks
Driving licence checks
In cab recording systems
CCTV and other reversing aids
Mobile telephone procedures
12 Weekly Safety Checks
Carriage of Dangerous Goods Overloading
Road Haulage Association Guidance notes

For guidance on the above see the SHEQ. Manager or the Transport Manager who is the nominated document holder.

HEALTH AND SAFETY POLICY

Employee Responsibilities
Accident/Incident Reporting
Hazard Reporting
Personal Protective Equipment
Risk Assessments
Method Statements
CDM Safety Plans
CDM Safety Files
Training Requirements
Office Safety Manual
Or this, Safety, Health and Environmental Policy

For guidance on the above see Line Manager or the Safety Manger who is the nominated document holder.



SAFETY, HEALTH AND ENVIRONMENTAL POLICY AND PROCEDURES

HEALTH & SAFETY

BridgeCare is committed to:

At very least meeting all Occupational Health and Safety legislation, guidelines relevant to the organisation and any other requirements on the business to prevent injury and ill health.

Providing safe and healthy working conditions, sufficient resources, and equipment to prevent work-related injury and ill-health and ensure that the group can operate to the documented management system across all business functions and is appropriate to context of the organisation, the nature and scale of the organisation's occupational health and safety risks and opportunities. The management system will provide a framework for the setting and reviewing of occupational health & safety objectives.

Ensuring that all employees are made aware and understand this policy statement and their individual Occupational Health & Safety obligations. To this end employees must be fully committed to health & safety to protect themselves, other employees and others who may be affected by their activities.

Communicating, consulting, and encouraging participation with all workers, worker's representatives, or any other interested parties in the scope of group activities.

Conducting and documenting risk assessments for all appropriate activities; using the hierarchy of controls methodology to eliminate hazards and reduce occupational health & safety risks wherever reasonably practicable and implementing effective control measures.

Ensuring that all personnel are trained to the appropriate standards for any duties they are required to perform, and eventualities that may arise as detailed on the group risk assessments.

Communicating the promotion of the health & safety of employees is paramount and contributes to the success of the business.

Ensuring that the group will take all reasonable measures to protect the health and safety of employees and all others who may be affected by our activities.

Our Health and Safety Policy is monitored and reviewed to ensure that it meets the companies' legislative requirements, health & Safety objectives & targets and remains relevant and effective to the changing needs of our business and customers.

Our occupational health & safety management system underpins the organisation's strategy for sustainability and growth and demonstrates our commitment to:

- Provide a framework for risk management.
- Establish, manage, and review strategic objectives for the organisation.
- Manage and control our activities for Health & Safety.
- Drive continual improvement of occupational health & safety throughout all areas of the group and its management system.

Signed: Simon Paxton (Managing Director)

Date: 09/07/2024

A handwritten signature in black ink, appearing to be "SP", written over a faint horizontal line.



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Section 3

DOCUMENTATION

The company's commitment to safety in compliance with the Health and Safety at Work Act and the Management of Health and Safety Regulations etc is illustrated by the assistance and documentation available to management, to assist in the implementation of rules and regulations throughout the company.

The company have taken account of changes in legislation such as the revised CDM Regulations – Construction (Design and Management) Regulations 2015. Likewise consideration is given to other regulations and guidance such as the implementation Level for the Site Waste Management Plan's.

The company also recognises that there is specific legislation relevant to works in Southern Ireland for which the authorising body is the **Health and Safety Authority** who is responsible for securing safety, health and welfare at work and operate under the **Safety, Health and Welfare at Work Act 2005**.

We therefore confirm that when undertaking works in Southern Ireland we will address our operations in line with the **Safety, Health and Welfare at Work Act 2005** and other legislation relevant to that country giving particular consideration to the **Health and Welfare at Work (Construction) Regulations 2013 (S.I. No. 291 of 2013)** and the **Safety, Health and Welfare at Work (General Applications) Regulations 2016**.

The Management of Health and Safety Regulations etc is illustrated by the assistance and documentation available to the management, for implementation, and made readily available to all our employees. Examples of this are indicated below.

Where amendments under SI's have taken place for those regulations, which have been the subject of total amendment as in the COSHH Regulations, a new copy is available.

Mainland UK Legislation.

Health and Safety Executive documentation in the form of:-

- Safety Rules for Employees.
- Employers Handbook.
- Health and Safety at Work etc Act 1974



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- The Management of Health and Safety at Work Regulations 1999
- The Management of Health and Safety at Work (Amendment) Regulations 2006
- The Control of Substances Hazardous to Health Regulations 2002 (As Amended)
- Control of Asbestos Regulations 2012
- The Control of Vibration at Work Regulations 2005
- Manual Handling Operations Regulations 1992 (As Amended)
- Lifting Operations and Lifting Equipment Regulations 1998
- Construction (Design and Management) Regulations 2015
- The Provision and Use of Work Equipment Regulations 1998
- Personal Protective Equipment Regulations 1992 (As Amended)
- Health and Safety (Display Screen Equipment) Regulations 1992 (As Amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002)
- The Health and Safety (Safety Signs and Signals) Regulations 1996
- The Control of Noise at Work Regulations 2005
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Health & Safety (First Aid) Regulations 1981

Southern Ireland Legislation

Health and Safety Authority documentation in the form of:-

- Safety, Health and Welfare at Work Act 2005.
- Safety, Health and Welfare at Work (General Application) (Amendment) (No.3) Regulations 2016 (S.I. No. 370 of 2016)
- Safety, Health And Welfare At Work (General Application) (Amendment) (No. 2) Regulations (S.I. No. 70 of 2016)
- Safety Health and Welfare at Work (Construction) Regulations 2013 (S.I. No. 291 of 2013)
- Safety, Health and Welfare at Work (Exposure to Asbestos)(Amendment) Regulations 2010 (S.I. No. 589 of 2010)



SAFETY, HEALTH AND ENVIRONMENTAL POLICY AND PROCEDURES

SAFETY CULTURE

BridgeCare believes that it is very important that all levels of the company be involved in the safety process.

All employees have an initial responsibility for the safety of themselves, workmates and all other persons who may be affected by their acts or omissions. Safety Responsibilities are indicated within this document for employees in general and those with additional responsibilities.

The site supervisors are under the control of the Contracts Manager, who is in control of all operations on site, and who, in turn, reports to the Managing Director.

SAFETY MEETINGS

Site safety meetings will be held on a regular basis, under the control of the Contracts Manager and / or Contracts Supervisor, and all employees and associated sub-contractors on site will attend. The meeting taking the form of a Toolbox talk covers such aspects as safety performance, task performance Incident report, additional responsibilities and requirements of the client not known at the time of the pre-contract meeting and site housekeeping.

Pre-contract meetings take place, at which such subjects as Clients requirements, PPE, Work Methods, Risk Assessments, the issue of permits to work, the conditions attached to them, risk assessments and safe systems of work are discussed.

In addition to the above SHE requirements, Incident reports and the findings of the Safety Managers site inspections are an agenda item at the weekly managerial operational meeting and half yearly at the formal employee Health, Safety and Environmental meeting.

SAFETY ADVICE

The company is a member of several trade associations all of whom actively promote safety and provide details of new legislation or amendment of codes of practice.

The company, in conjunction with the SHEQ Manager, then ensure that all its employees are made fully aware of the changes.

SAFETY TRAINING

Many of the employees have attended both external and internal training courses subject to their employment to cover such aspects as First Aid, Carriage of Dangerous Goods, Non-Destructive Testing Methods, Abrasive Wheels and the safe use and operation of Lift trucks.

In addition, we presently run with 100% of our construction based workforce holding CSCS cards.



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SAFETY INSPECTIONS

General safety inspections are carried out on a continuous basis by the site supervisor, action being taken immediately to resolve any items noted. The Safety Manager in association with the Contracts Manager or Contracts Supervisor undertakes periodic safety inspections and these inspections form part of the annual safety plan.

Regular unplanned safety inspections are carried out by members of the SHEQ department.

ACCIDENT REPORTING

All accidents reported by employees and/or via individual Contract Supervisors to the company Contract Manager and the SHEQ department. The SHEQ department is responsible for ensuring that all necessary steps are taken to record and report the matter as required by statute.

Accidents are investigated and reported in accordance with RIDDOR 2013. The findings of the accident investigations are used to improve safety performance.

A 24-hour answer phone is available for employees to record incidents out of hours, this is under the control of Mr Craig Dixon (07525118577).

To comply with RIDDOR 2013, when required the F2508 report form is completed via the Incident Contact Centre website.

HAZARD REPORTING.

Employees have a duty to report foreseeable risks and hazards at work.

To aid in the quick recordable transfer of information between employees and management a written hazard report system (Point of Work Risk Assessment) is to be completed daily.

Employees are however able to issue a telephone report to their manager if they so wish and it is then the manager's responsibilities.

ALCOHOL AND DRUGS

The general duties imposed by the Health and Safety at Work, etc Act 1974 (HSW Act) under s.2, for the protection of employees, and s.3, for the protection of those not in the employment of the employer, arguably impose an obligation upon the employer to do what is reasonably practicable to identify alcoholism and to ensure that no employee is allowed to be at work, and thus endanger others, while under the influence of alcohol.

Alcoholic drinks and unauthorised drugs are strictly prohibited on site. Anyone seen in the position or established by on-site testing to be under the influence of such will be immediately removed from site.



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BridgeCare wish to encourage a sensible attitude and to promote health and safety in recognition of this we have developed a policy document which is included in employee induction documentation. D&A testing is undertaken on a random unannounced basis.

SMOKING AT WORK

BridgeCare operates a Company Smoking Policy, which is applicable to all company premises, transport, site offices and messing facilities etc in compliance with legislation.

The company offers advice to all employees wishing to reduce or stop smoking.

SUB-CONTRACTORS

A formal system for the assessment of potential contractors is in existence under the company CONASSESS scheme and "World Check".

The contractors' policies and practices on current employment legislation, recruitment, payment systems, working hours, safety plans under the CDM Regulations and all safety matters will be explored in depth and any recent experience on work similar to that carried out in the relevant area noted.

The information collected will be kept updated and records shall be kept for the performance of the contractor, thus adding to the data available for decision making on future tenders.

FIRST AID

British Red Cross or equivalent trained first aiders are located in each business unit. In addition to these, site employees have received British Red Cross or equivalent workplace training.

First aid facilities are available in all business units and each site vehicle carries a first aid box.

The nominated first aider is responsible for ensuring that their first aid box is adequately stocked at all times. Vehicle first aid boxes are the responsibility of the ADR driver. It is their duty to regularly check that these are maintained in accordance with the Approved Code of Practice.

MEDICAL SURVEILLANCE

BridgeCare shall use the services of an independent medical assessment companies 'Express Medicals & Optima Health' to carry out periodic screening and random on-site drug and alcohol testing.

In addition, BridgeCare holds approved 24/7 'For Cause' medical contract.



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FIRE PROCEDURES

Employees are made aware of fire safety procedures. Fire marshals have received training by the outside service provider who maintains our fire alarm systems and portable firefighting equipment.

Each specialist crew vehicle carries as a minimum 2 number fire extinguishers, being one for the vehicle and one for the load as required by ADR.

Fire safety plans are produced for buildings under direct or shared ownership of the company; these plans are seen as stand-alone documents and are held at the reception desks, and with the administration officer for each building.

COMMUNICATIONS

All employees have unrestricted communication with any member of management. Mobile telephones are provided by the company and issued to all Managers, Supervisors and Foremen.

Vehicles have been fitted with hands free mobile telephone kits and the drivers/employees instructed on their use.

A written report back system is in place and employees may utilise this to formally report items to their Contract Supervisor.

The mobile phone number and email address of the SHEQ department is displayed on notice boards and on written method of work statements.

BridgeCare endeavour to ensure that suitable and sufficient information is passed to all employees via toolbox talks, Manager/Supervisors pre-contract meetings and notice board safety bulletins.



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SAFETY REPRESENTATIVES AND SAFETY COMMITTEES

BridgeCare whilst being a non-union based company is keen to promote the active participation of employees in health, safety and environmental issues.

We have adopted the principals of the requirements of Representative of Employees Safety (ROSE). Each crew foreman represents his particular crew in a two-way communication process.

All employees are encouraged to report unsafe conditions.

OFFICE HEALTH AND SAFETY

Office workers health and safety forms an integral part of the smooth running of the company. A separate Office Safety Manual is available in all administration offices. Office managers, under the leadership of Mrs Kelly Hewitson, Company Accountant are responsible for ensuring that company standards are maintained and that all offices are to be maintained in a tidy condition, in particular:

- Do not allow trailing leads to create tripping hazards
- Clear up spills immediately
- Replace or repair worn floor coverings
- Do not block passageways
- Close filing cabinet drawers after use and load heavier files in lower drawers
- Empty waste paper bins daily
- Comply with fire evacuation procedures at all times.

PLANT, MACHINERY AND VEHICLE MAINTENANCE

All plant and machinery is subject to periodic safety checks in accordance with internal procedures and/or manufacturers recommendations.

A dedicated plant fitter undertakes servicing and repair of light plant and tools. He is also trained and authorised to undertake Portable Appliance Testing (PAT) on electrical equipment used throughout the company.

Three dedicated vehicle fitters undertake service and repairs on our fleet of vehicles. Each specialist installation vehicle is subject to a maximum 12-week safety check.

Vehicles that appear on our Operator Licence are subject to a maximum 8-week safety checks. Service and repair work is carried out in accordance with the manufacturer's recommendations by in-house staff or by an external provider



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Company cars are maintained by the authorised dealers while under lease to recommended intervals.

RISK ASSESSMENTS

The term risk assessment is a fundamental part of effective health and safety management.

Generic risk assessments completed under amongst others the Management of Health and Safety at Work Regulations and the Control of Substances Hazardous to Health Regulations are in existence. Whilst general assessments will be appropriate for many activities carried out by the company, it is clearly understood that site conditions vary and specific risk assessments will be required.

With this in mind before each contract commences a meeting takes place to establish contract needs including method of work, manpower, equipment and the development of risk assessments. The meeting is headed by the Contracts Manager and attended by the allocated Contract Supervisor and the SHEQ Manager as a minimum.

Risk Assessments, as with our method of work statements are produced in a standard format but can be produced in a format approved by the client to meet their individual quality assurance requirements.

NOISE

Noise assessments are in place for both work activities and specific items of fixed and portable plant. Noise level readings for site based work activities and plant are indicated on the employee PPE information sheet.

For fixed plant, the noise level is displayed on the sign adjacent to the plant and held on the plant & equipment maintenance log.

Engineering noise reduction methods are considered for each operation, where it is impractical to undertake engineering controls other than those installed/provided by the equipment manufacturer, PPE in the form of frequency analysed Earmuff or disposable ear plugs are provided.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

The Control of Substances Hazardous to Health Regulations defines the requirements and controls necessary for protecting people exposed to these substances.



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All substances used by BridgeCare are used in accordance with the specific safety data sheets, which are obtained from our suppliers and used to assess the in-use risk, with the production of contractor based COSHH assessments.

The method of work documentation issued to the client and our employees when programming a relevant work task includes all COSHH information.

Employees involved with the transportation of Hazardous Substances have received appropriate ADR training.

BridgeCare employ the services of Environmental Essentials Limited to undertake statutory examinations and also site surveys.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

BridgeCare provides, at no cost to the employee, all necessary Personal Protective Equipment / clothing as identified in the task risk assessment.

Employees have direct access to stock items, which are held, in our stores at Washington.

To be effective PPE must be suitable for the task, worn correctly and properly maintained. All users are instructed to obey signs, method of work statements, risk assessments and verbal instructions concerning the wearing of PPE.

Should employees consider their PPE unsuitable then they must stop work immediately and report to their manager and or supervisor.

CONSTRUCTION DESIGN & MANAGEMENT REGULATIONS 2015

The Construction (Design and Management) Regulations 2015 (CDM 2015) came into force on 6 April 2015, replacing CDM 2007. BridgeCare, whilst only taking to role of Principal Contractor or in the majority of cases Contractor. We recognise the appointment of the Principal Designer.

The principal changes are as follows:

- Strengthening of Client duties;
- Introduction of Domestic Clients;
- Replacement of CDM Coordinator by a Principal Designer for the planning, managing, monitoring and coordination of pre-construction phase health and safety;
- Principal Designer and Principal Contractor will be required on all projects where there will be more than one contractor working on the project;



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- Replacement of explicit requirement for Duty holder competence with need for appropriate Skills, Knowledge and Experience;
- Change to the HSE's Notification level - F10 is now only required for projects lasting more than 500 person days, or lasting more than 30 days with more than 20 workers simultaneously.

Duty holders under CDM 2015 are:

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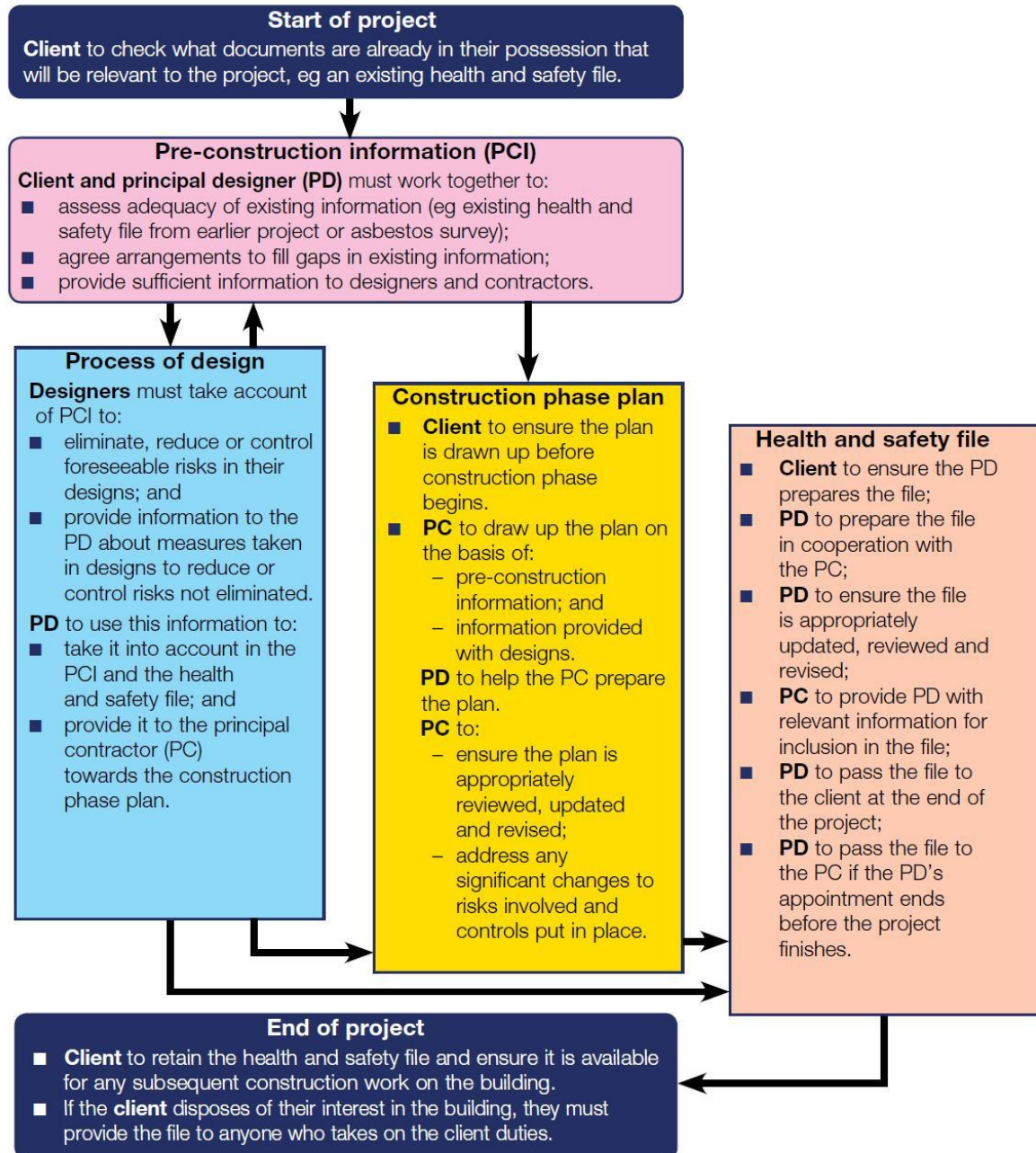
CDM dutyholders:* Who are they?	Summary of role/main duties
Clients are organisations or individuals for whom a construction project is carried out.	<ul style="list-style-type: none"> • Make suitable arrangements for managing a project. This includes making sure: other dutyholders are appointed; • Sufficient time and resources are allocated. <p>Make sure:</p> <ul style="list-style-type: none"> • Relevant information is prepared and provided to other dutyholders; • The principal designer and principal contractor carry out their duties; • Welfare facilities are provided.
Domestic clients are people who have construction work carried out on their own home, or the home of a family member that is not done as part of a business, whether for profit or not.	<p>Domestic clients are in scope of CDM 2015, but their duties as a client are normally transferred to:</p> <ul style="list-style-type: none"> • the contractor, on a single contractor project; or; • the principal contractor, on a project involving more than one contractor. <p>However, the domestic client can choose to have a written agreement with the principal designer to carry out the client duties.</p>
Designers are those, who as part of a business, prepare or modify designs for a building, product or system relating to construction work.	<p>When preparing or modifying designs, to eliminate, reduce or control foreseeable risks that may arise during:</p> <ul style="list-style-type: none"> • construction; and • the maintenance and use of a building once it is built. <p>Provide information to other members of the project team to help them fulfil their duties.</p>
Principal designers** are designers appointed by the client in projects involving more than one contractor. They can be an organisation or an individual with sufficient knowledge, experience and ability to carry out the role.	<p>Plan, manage, monitor and coordinate health and safety in the pre-construction phase of a project. This includes:</p> <ul style="list-style-type: none"> • identifying, eliminating or controlling foreseeable risks;



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	<ul style="list-style-type: none"> ensuring designers carry out their duties. <p>Prepare and provide relevant information to other Duty holders.</p> <p>Provide relevant information to the principal contractor to help them plan, manage, monitor and coordinate health and safety in the construction phase.</p>
<p>Principal contractors are contractors appointed by the client to coordinate the construction phase of a project where it involves more than one contractor.</p>	<p>Plan, manage, monitor and coordinate health and safety in the construction phase of a project. This includes:</p> <ul style="list-style-type: none"> liaising with the client and principal designer; preparing the construction phase plan; organising cooperation between contractors and coordinating their work. <p>Ensure:</p> <ul style="list-style-type: none"> suitable site inductions are provided; reasonable steps are taken to prevent unauthorised access; workers are consulted and engaged in securing their health and safety; and welfare facilities are provided.
<p>Contractors are those who do the actual construction work and can be either an individual or a company.</p>	<p>Plan, manage and monitor construction work under their control so that it is carried out without risks to health and safety.</p> <p>For projects involving more than one contractor, coordinate their activities with others in the project team –in particular, comply with directions given to them by the principal designer or principal contractor.</p> <p>For single-contractor projects, prepare a construction phase plan.</p>
<p>Workers are the people who work for or under the control of contractors on a construction site.</p>	<p>They must:</p> <ul style="list-style-type: none"> be consulted about matters which affect their health, safety and welfare; take care of their own health and safety and others who may be affected by their actions; report anything they see which is likely to endanger either health and safety; cooperate with their employer, fellow workers, contractors and other Duty holders.

How different types of information relate to and influence each other in a construction project involving more than one contractor: A summary



Note: This diagram shows how the various types of information relate to each other and influence the content of other types of information during the construction process (the arrows show the possible different flows of information). So, for example as pre-construction information is developed, this influences the risks designers should consider and the information they provide about how their designs reduce or control foreseeable risks. In turn, this may influence further development of the pre-construction information, as well as the construction phase plan and the health and safety file.



SAFETY, HEALTH AND ENVIRONMENTAL POLICY AND PROCEDURES

NEW STARTER POLICY

All new employees or existing employees who transfer within the group undergo specific induction training. The training is given by nominated managers in order to address the health and safety hazards associated with their duties.

Induction training will include the following:

- I. The company Safety, Health and Environmental Policy.
- II. The Group Quality Assurance Policy.
- III. Allocation of safety responsibilities
- IV. Accident reporting procedures.
- V. Hazard reporting procedures.
- VI. Substance abuse policy.
- VII. Smoking policy.
- VIII. Working hours and employment law.
- IX. Driver's duties and responsibilities.
- X. Site-specific rules.
- XI. Product information and safe use.
- XII. Hot works procedures.
- XIII. Fire and emergency procedures (including location and use of portable firefighting equipment).
- XIV. First aid and location of first aiders and location of first aid facilities.
- XV. Use, availability, storage and replacement policy of protective clothing and equipment.
- XVI. General Hazards in and around their work areas.
- XVII. Specific hazards allied to their work area including details of the risk assessments and noise implications of that task.
- XVIII. Methods of work, where applicable.
- XIX. Welfare facilities.
- XX. Health and hygiene requirements.

No person will be deployed to a construction site operation or other hazardous site operation without receiving training suitable for the task involved. Construction employee safety induction is the currently allocated to Mr Paul Charles.

EQUAL OPPORTUNITIES / SEX DISCRIMINATION

BridgeCare, having due regards for compliance have produced separate documentation on this matter.



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The full document, which is brought to the attention of all employees, is within the Employers Handbook.

WORKING RULE AGREEMENT

BridgeCare, having due regards for compliance have produced separate documentation on this matter.

The full document, which is brought to the attention of all employees, is within the Employers Handbook.

POLICY STATEMENT, DISPLAY AND REVIEW

The Health and Safety, Environmental and Quality statements are brought to the attention of all employees during induction, displayed on notice boards and otherwise brought to the attention of all employees.

Documentation shall be reviewed annually and revised as necessary.



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Section 4

ENVIRONMENTAL POLICY STATEMENT

BridgeCare provides clients with a comprehensive service encompassing the following.

- Installation of expansion joint systems for bridges, car parks and structures.
- Installation of bridge deck, podia, and car park waterproofing systems.
- Installation of formulated products for civil engineering, construction, and refurbishment.

BridgeCare recognise that we have an impact on the environment, and we strive to create a company culture to manage our significant environmental aspects through the following commitments:

- Comply as a minimum, with all applicable environmental legislation and other requirements.
- Implement measures to prevent pollution from our activities, products, and services.
- Set environmental objectives and targets to continually improve environmental performance.
- Encourage Environmental Protection through sustainable resource use and climate change mitigation.
- Apply appropriate measures with the aim to reduce unnecessary consumption of resources such as energy, water, and materials.
- Manage controlled waste and effluent with due care and aim to reduce unnecessary production of these outputs.

Policy Review: This Policy will be reviewed annually and amended as necessary.

This environmental policy is communicated to all staff working for, or on behalf of, BridgeCare and is available to the public via the website.

Signed: Simon Paxton (Managing Director)

Date: 10th August 2023



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Section 5

ENVIRONMENTAL AIMS AND OBJECTIVES

Waste

We recognise our responsibilities to control waste and make all reasonable attempts to reduce wastage by recycling.

We confirm that we have fulfilled our duty to apply the waste hierarchy as required by Regulation 12 of the Waste (England and Wales) Regulations 2011.

On construction projects, it is the responsibility of the Contract Supervisor and/or foreman to ensure that waste is properly managed and disposed of in accordance with the contract agreement.

Vehicle batteries and waste oils from vehicle maintenance are stored in a suitable bund area or on drip trays awaiting authorised disposal / retrieval by a licensed contractor.

We aim to reduce the amount of waste created through a variety of methods so to save costs and improve the environment. Such methods are to include:

- Not over-ordering materials
- Ordering materials at the correct size thus avoiding off cuts
- Not over-excavating
- Using off cuts of timber / metals for alternative uses
- Recycling unused materials under controlled methods
- Recycling paper, metal, glass and waste oil

Noise

We will take all reasonably practicable measures to ensure that environmental noise levels are kept as low as possible to avoid annoyance to persons living and working in nearby premises where the company undertakes work.

We will have a due regard to all regulations and standards and maintain plant and equipment to ensure that noise levels are kept to a minimum. In addition, it will be the responsibility of the Contracts Supervisor and / or foreman to undertake regular checks to ensure that sound absorbing materials and other similar properties are present and that covers on machines are kept closed when direct access is not required. At the contract, planning stage consideration will be given to the use of barriers to reduce noise levels.



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Air Pollution

We will undertake maintenance of all plant and machinery in accordance with the manufacturer's instructions to ensure excessive pollution is not being given off.

Control of Substances Hazardous to Health

We confirm that all contract materials and substances used by the company do Not contain CFC's or ozone depleting substances.

We will not carry out any work, which is liable to expose any employee or member of the public to any substance hazardous to health, unless an assessment has been carried out and the necessary precautions taken.

Particular attention will be taken to ensure that members of the public are not at risk from our activities and where necessary, barriers or similar precautions will be provided to ensure that they do not come within the working environment.

All employees will be given the necessary instruction, information and training to enable them to undertake their duties and use substances safely, without risk to themselves and others.

Adequate protective clothing and equipment will be provided and properly maintained for all personnel where required.

Management will monitor company activities and where necessary, health surveillance will be provided for employees deemed to be at high risk.

Implementation

Employees are encouraged to actively involve themselves in environmental compliance, and where necessary, to report any matters to their Contracts Supervisor or the Contracts Manger that they feel requires attention.

We will provide the necessary training, instruction and information to enable employees to comply with this policy and will provide regular monitoring to ensure compliance.



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Section 6

EMPLOYEE RESPONSIBILITIES

The company regards the health and safety of its employees and others affected by its work as of equal importance as production, profit and cost.

In recognising the joint nature of the task of reaching and maintaining a high standard of safety and health, the company ensures that its employees are aware that they are equally responsible for their own behaviour to ensure they do not add to the dangers of others.

A copy of this document (and from time to time any changes or revisions there to) will be on display.

The Managing Director Mr Simon Paxton has overall responsibility for health and Safety for the Company.

However, all Directors and Senior Managers have responsibility for day-to-day co-ordination of the general safety policy within BridgeCare and the implementation and monitoring of this policy.

Each manager is responsible for promoting, advising and reporting safety matters in support of this policy.

It is the responsibility of all employees to take reasonable care for their own safety and the safety of others who may be affected by their work activities and to use their skills, knowledge and experience to improve safety in the workplace.

They must correct potentially hazardous situations when they can do so and report the hazard to their manager in instances when they cannot.

All Employees shall ensure that:-

- a) They understand the company Health & Safety Policy and assist in its implementation.
- b) Make themselves aware of site regulations and procedures and ensure that they are observed and complied with by both themselves and others.
- c) Shall conform with all safety information, training, instructions and working methods to ensure that actions by themselves or others are safe and without foreseeable risk.
- d) Safety related protective clothing or equipment is maintained in good condition, inspected regularly and worn or used in compliance with company procedures, site requirements or legal regulations.



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- e) All defects in working methods, plant, equipment or tools are properly reported and rectified if within their capability.
- f) Use the correct tools and equipment for the job, Do Not use tools or equipment supplied by others unless authorised to do so by the Contracts Managers, Supervisors, Foremen or Chargehands.
- g) All Accidents, Dangerous Occurrences and Near misses are reported to their Contracts Manger/Supervisor/Foreman or direct to the SHEQ department and give all reasonable assistance in ascertaining the cause or minimising a re-occurrence.
- h) Shall not use any equipment, which they are not trained or authorised to use.
- i) The maintenance of good housekeeping standards are complied with at all times.
- j) All assistance is given to any relevant party in the investigation of accidents, dangerous occurrences or near misses to discover the cause and eliminate a re-occurrence.
- k) Shall take all reasonable steps to ensure the Health and Safety of themselves and others who may be affected by their acts or omissions.
- l) Shall co-operate fully with their employer to enable them to comply with any duty placed upon them under the Health & Safety at Work Act, Regulations or Codes of Practices.
- m) Shall not intentionally or recklessly interfere or misuse anything provided for them or others in the interest of Health, Safety and Welfare.
- n) Drugs and Alcohol shall not be taken / consumed during working hours or outside working hours, which may impair the judgement while at work.
- o) Any form of medication taken for medical reasons, which may impair your judgement while at work, shall be brought to the attention of management.
- p) Monitor the accessibility, condition, maintenance and use of fire extinguishers installed on work vehicles for their use.

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- q) Employees engaged in supplying either articles or substances used at work, shall take all reasonably practicable measures to ensure that persons or employees are not placed at risk while using the article or substance in the manner for which it has been designed by providing product safety information to the user.

Subject to your position within the company you will also hold additional safety responsibilities as indicated over:-

Managing Director – Mr. Simon Paxton

The Managing Director, will be responsible for the health and safety and welfare at work of all company employees under his control and will ensure that: -

- a) The company Health & Safety Policy is effectively implemented.
- b) That the policy is brought to the attention of all employees and that they are aware of their individual responsibilities and that this is recorded.
- c) That there is an adequate organisation and arrangements to ensure that this policy is implemented.
- d) That arrangements are in place to monitor the effectiveness of the policy.
- e) That the necessary staff, funds and materials to meet the requirements of the policy are available and that any deficiencies are brought to the attention of his fellow Directors.
- f) That his commitment to the policy is clearly shown by regularly discussing the effectiveness of the policy with the company personnel and the SHEQ Manager.

While not delegating direct health and safety responsibility, to assist in achieving these standards the Commercial Director may utilise the assistance of the Contracts Managers; Supervisors; Foremen and Chargehands along with the SHEQ and Management Team.

Divisional Directors - All

Divisional Director's being responsible for the health and safety and welfare at work of all company employees under his direct control and will ensure that:-

- a) The company Health & Safety Policy is effectively implemented.
- b) That the policy is brought to the attention of all employees and that they are aware of their individual responsibilities and that this is recorded.

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- c) That there is an adequate organisation and arrangements to ensure that this policy is implemented.
- d) That arrangements are in place to monitor the effectiveness of the policy.
- e) That the necessary staff, funds and materials to meet the requirements of the policy are available and that any deficiencies are brought to the attention of Mr Simon Paxton.
- f) That their commitment to the policy is clearly shown by regularly discussing the effectiveness of the policy with appointed company personnel and the SHEQ department.
- g) There is provision and maintenance of safe plant and safe systems of working.
- h) Arrangements are in place for the safe storage, handling and transportation of articles and substances.
- i) Provision of information, instruction, training and supervision.
- j) Provision and maintenance of safe access and egress.
- k) Provision and maintenance of a safe working environment.
- l) Provision of adequate welfare facilities.
- m) Provision of adequate first aid facilities.
- n) Procedures for the reporting and investigation of accidents and dangerous occurrences, for the implementation of remedial action and that the Managing Director is informed of all accident/occurrence's investigations.
- o) Shall ensure the prompt investigation of all accidents to persons or property and dangerous occurrences. He shall ensure that a system is in place so that the SHEQ department is made fully aware by the quickest means possible of all accidents / occurrences at work.
- p) Shall ensure that all written reports and statements made during investigation of, and accident / occurrence are correctly compiled and forwarded to the Managing Director for the attention of the Insurance Officer.
- q) That the appropriate standards are provided in respect of all products, equipment and processes supplied.
- r) Shall, if called to do so, accompany and give all reasonable assistance to the Health and Safety Executive and the SHEQ department during inspections or Investigations and co-operates fully on all safety matters.

While not delegating direct health and safety responsibility, to assist in achieving these standards, the Managing Director may utilise the assistance of the Contracts

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Mangers; Supervisors: Foremen and Chargehands along with the SHEQ Safety Management Team.

Contracts Manager - All

In addition to the general requirements of any company employee, the Contract Manager shall ensure that:-

- a) They fully familiarise themselves with and assist in the implementation of the requirements of the company's policy.
- b) Shall give full assistance to the Director of Safety and the SHEQ department and all other nominated employees in carrying out health and safety responsibilities when required.
- c) Must ensure that adequate supervision is available at all times, particularly where young inexperienced or new employees to the company are concerned.
- d) Shall ensure that employees for whom he/she is responsible are aware of and understand the duty placed upon them and that only appointed persons may carry out specific tasks and that this information has been disseminated to employees.
- e) Shall ensure that all accidents to persons or property and dangerous occurrences are promptly reported and investigated. Shall ensure that the Managing Director, the SHEQ. department and the Safety Officers are made fully aware by the quickest means possible of all accidents/occurrences at work.
- f) Shall know the broad requirements of the Construction Regulations and other relevant legislation.
- g) Shall give all site supervisors' precise correct working methods; see that they do not require or permit men (particularly apprentices) to take unnecessary risks?
- h) Shall implement arrangements with sub-contractors and other contractors on site to avoid any confusion about areas of responsibility.
- f) Shall ensure that all written reports and statements made during investigation of an accident / occurrence are correctly compiled and forwarded to the SHEQ. department.
- g) Shall undertake formal workplace monitoring to establish compliance with company Safety, Health and Environmental and quality standards.
- h) Shall ensure that all safety rules are understood and observed and that

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Protective equipment is available and worn/used.

- h) Accompanies and gives all reasonable assistance to the Health and Safety Executive and the SHEQ department during inspections or investigations and co-operates fully on all safety matters.
- i) Give adequate safety induction, information and supervision to contractors working on behalf of the company.
- j) All reasonably practicable steps have been taken during Design work and modification approvals to previously approved designs, to identify health and safety requirements to ensure that persons or employees are not placed at risk resulting from the design or modification..
- k) Shall clearly identify and notify both management and employees of any hazard associated with a design or modification.

Contract Supervisors. - All

Are responsible to the Contracts Manager and shall ensure that:-

- a) They fully familiarise themselves with and assist in the implementation of the requirements of the company's policy.
- b) Shall give full assistance to the Managing Director, Contract Managers, the SHEQ department and all other nominated employees in carrying out health and safety responsibilities when required.
- c) Must ensure that adequate supervision is available at all times, particularly where young inexperienced or new employees to the company are concerned.
- d) Shall ensure that employees for whom he/she is responsible are aware of and understand the duty placed upon them and that only appointed persons may carry out specific tasks and that this information has been disseminated to employees.
- e) Shall ensure that all accidents to persons or property and dangerous occurrences are promptly reported and investigated. Shall ensure that the SHEQ department and the Safety Officers are made fully aware by the quickest means possible of all accidents / occurrences at work.
- f) Shall ensure that all written reports and statements made during investigation of an accident / occurrence are correctly compiled and forwarded to the SHEQ department.
- g) Shall undertake formal workplace monitoring to establish compliance with company Safety, Health and Environmental and quality standards.

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- h) Shall ensure that all safety rules are understood and observed and that protective equipment is available and worn / used.
- i) Accompanies and gives all reasonable assistance to the Health and Safety Executive, the SHEQ department during inspections or investigations and co-operates fully on all safety matters.
- i) Give adequate safety induction, information and supervision to contractors working on behalf of the company.
- j) Monitor the accessibility, condition, maintenance and use of fire extinguishers installed on work vehicles under their site control.
- k) Shall seek to reduce damage and waste to company property and equipment.

Contract Foremen / Charge hands - All

Are responsible to the Contracts Supervisors and shall ensure that:-

- a) Make themselves aware of company regulations and procedures and ensure that persons for whom they are responsible are aware of and adhere to them.
- b) Persons under their supervision are adequately trained and fully aware of any hazard on the site, or work activity.
- c) Protective clothing or equipment is maintained in good condition, inspected regularly and worn or used by persons working in work areas under their supervision.
- d) All defects are properly reported and rectified.
- e) All Accidents, Dangerous Occurrences and Near misses are promptly reported.
- f) Safe working practices are continually developed.
- g) The maintenance of good housekeeping standards are complied with at all times.
- h) All assistance if given to any relevant party in the investigation of accidents, dangerous occurrences or near misses to discover the cause and eliminate a re-occurrence.
- i) He accompanies and gives all reasonable assistance to the Health and Safety Executive, the SHEQ department, during inspections or investigations and co-operates fully on all safety matters.
- j) Ensure that, or in the absence of the Foreman, give adequate safety induction, information and supervision, to contractors working on behalf of BridgeCare.

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- k) Monitor the accessibility, condition, maintenance and use of fire extinguishers installed on work vehicles under their site control.
- l) Give adequate safety induction, information and supervision to Contractors working on behalf of the company.
- m) Shall seek to reduce damage and waste to company property and equipment.

QEST Manager – Craig Dixon

It is the responsibility of the SHEQ Manager being the head of our Quality, Environmental, Safety and Training department to ensure that, after receiving all reasonably practicable assistance and information from all levels of management to:-

- a) Ensure that documentation is in place covering all aspects of the department.
- b) To ensure that sufficient budgetary funding is in place to full fill the companies' responsibilities on Health, Safety, Environment and in addition our product and service quality.
- c) To ensure that systems are in place to ensure that plant and equipment used by the company is fit for purpose and meets all current legislation.
- d) To ensure that the company gives full consideration of all Health, Safety, Welfare, Environmental and Quality legislation and working practices.
- c) They understand the Company Health & Safety Policy and assist in its implementation.
- d) Shall ensure that formal workplace monitoring takes place to establish compliance with company Safety, Health and Environmental and quality standards.
- e) Make themselves aware of company regulations and procedures and ensure that persons for whom they are responsible are aware of and adhere to them.
- f) Persons under their supervision are adequately trained and fully aware of any hazard on the site, or work activity.

Section 7

MANAGEMENT C.V.s

Name: **Simon Paxton**

Role: Managing Director

Qualifications/Training: HNC, HND Building

Previous Employment/Roles:

- 2023 – Present Managing Director – BridgeCare
- 2020 – Director – USL Ekspan
- 2010 – 2020 Director – USL BridgeCare
- 2004 -2010 Director - Universal Sealants (UK) Ltd
- 1998 - 2004 Commercial Manager – Universal Sealants (UK) Ltd
- 1994 – 1998 Assistant Quantity Surveyor/Estimator – Universal Sealants (UK) Ltd

Overview:

Simon has 26 years' experience specifically in Bridge Expansion Joints and Bridge Deck Waterproofing systems, offering technical expertise/solutions for major bridge refurbishment schemes and new works worldwide. Simon has been USL BridgeCare Director since 2004 where he has demonstrated his broad knowledge of construction and engineering procedures and project management skills with the ability to successfully deliver multi-million-pound schemes throughout the UK and Europe.

Now MD of BridgeCare, Simon will oversee the project ensuring compliance, manufacturing, health and safety, and client and stakeholder satisfaction. With an emphasis on quality, budget and working to the project programme, Simon will drive the delivery team to successfully complete the project scope safely.

Please see below table of some of the high value, high profile, and tight programme projects that Simon is currently or has recently been involved in:

Recent and/or current Projects

Project	Client	Value	Description	Status
M50 River Liffey Bridge Dublin	M50 Concession	£650,000	Replacement of Type 6 cast in multi element expansion joint with a Type 5 Transflex mat joints, working under five hour working window during night-time lane closures	Job completed June 2020
M5 Oldbury Viaduct	MS BAM Volker JV	£1,700,000	Installation of over 1000 meters of Type 5 Transflex and Type 6 BEJ expansion joints	Completed December 2019
A14 Cambridge to Huntingdon	A14 JV	£3,000,000	Installation of bridge bearings, PMB waterproofing and Type 1, 4, 5, 6 & 7 expansion joints to 70 structures	Completed June 2020
A19 Tees Viaduct	A19 JV – Sir Robert McAlpine	£900,000	Replacement of Type 6 cast in multi element expansion joint with 6 cell TechStar MEJS and BEJ systems	Completed May 2020



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Name: **Kieran Liddle**

Role: Commercial Director

Qualifications/Training: ONC & HNC, BSc(Hons)

Previous Employment/Roles:

- 2023 – Present Day - Commercial Director – BridgeCare
- 2021 - 2023 – Commercial Director (USL Group)
- 2017 - 2021 – Commercial Manager (USL Group)
- 2010 - 2017 Quantity Surveyor (USL Group)
- 2005 - 2010 Undergraduate - Hathaway Roofing Limited

Overview:

Kieran is responsible for managing the commercial aspects of BridgeCare operations from Washington Head Office. He has over 15 years' experience, typically commercial, working on various civil engineering and construction refurbishment projects across the UK as well various waterproofing projects in the Middle East and Canada.

Kieran possesses a vast awareness and knowledge of all types of Building and Engineering contracts currently in use including contract negotiation and procurement, as well as understanding the implications of the current CDM regulations.

Now with BridgeCare, Kieran's role on this project will be to agree all contractual data and manage/oversee all commercial aspects of the project once it has begun.

Name: **Paul Charles**

Role: Contracts Manager

Qualifications/Training: SMSTS/Various construction course certificates

Previous Employment/Roles:

- 2023 – Present Contracts Manager – BridgeCare
- 1990 – 2023 Universal Sealants Contract Manager
- 1987 – 1990 Tilbury Douglas. Construction works
- 1986 – 1987 Lazenby Construction Scaffolding and Construction works.
- 1984 – 1985 Construction Course/Training

Overview:

Paul's day to day responsibility is to oversee the national resource in the BridgeCare Contracts. Working closely with operations directors, Paul ensures that all projects have the necessary pieces in place so that the job can be completed to the highest of standards. His approach to problem solving and adaptability of on-site issues and/or technical queries has promoted Paul quickly through the USL ranks to Contracts Manager. In this role he has delivered numerous multi-disciplined, high profile projects in a variety of locations across the UK and Europe.

Paul's main role on this scheme will be to liaise directly with Simon and Matthew and relay this information onto the Works manager to ensure that the scheme runs as smoothly as possible. He will undertake the role of day-to-day client liaison and reporting on progress, continually reviewing project programme, buildability, safety and stakeholder satisfaction.



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Name: **Matthew Hayes**

Role: Senior Project Engineer

Qualifications/Training: First Class MEng (Hons) in Mechanical Engineering,
CPCS Appointed person for lifting operations

Previous Employment/Roles:

- 2023 – Present Day Senior Project Engineer at BridgeCare
- 2019 – 2023 Senior Project Engineer at USL Group
- 2017 – 2018 Graduate Engineer at USL Group
- 2015 – 2016 Graduate Engineer at ConocoPhillips
- 2013 Engineering Intern at DeepOcean (Subsea Pipe Laying)

Overview:

Matthew's day to day responsibilities include offering technical assistance in numerous projects across the group while also assisting Simon Paxton and the sales department of U. Matthew's approach to problem solving and technical knowledge has helped numerous clients overcome on-going issues specifically with mechanical expansion joints. He is also involved in ECI stages of projects assisting clients with design aspects of their scheme.

Reporting to Simon, Matthew will assist Paul in managing the project with the installation team and Project Supervisors. He will also be influential in maintaining project compliance, ensuring manufacturing requirements are met, enforcing health and safety procedures and making sure the client and stakeholders satisfied.

Matthew has helped to deliver some highly complex schemes such as the M50 River Liffey, Aberdeen Western Peripheral Road (AWPR) and A19 Tees Flyover expansion joint projects.

Name: **Barry Lister**

Role: Project Manager

Qualifications/Training: SMSTS, level 3 NVQ diploma in occupational work

Supervision (construction) QCF

Previous Employment/Roles:

- 2023 – Present Day Project Manager at BridgeCare
- 1997 – 2023 USL Project Supervisor
- 1994 – 1996 operative – Universal Sealants
- 1990 - 1994 operative concrete repairer – makers

Overview:

Barry has over 25 years of experience at in the construction and expansion joint & waterproofing where he has managed various construction projects. He has personally installed many large mechanical expansion joints and was the main project supervisor on the AWPR.

On this project Barry will be responsible for managing the site teams, working with the project Engineers to comply with the project programme, conform and deliver health and safety compliance and reduce waste streams with implementation through our QHSE manager.

i. **Supervision**

Firstly, all personnel involved in the scheme would be required to attend an internal pre-start meeting. During this meeting the specification will be made clear and all designs and drawings distributed appropriately. BridgeCare will have an SMSTS or SSSTS trained operative and qualified first aider on site at all times during the works. As per the organogram above these supervisors will liaise with the appropriate line managers to ensure the works run smoothly and efficiently. They will also complete a daily diary and report this back to the Project Engineer, Senior Project Manager, Commercial Manager, Contracts Director & Scheme Director at the end of every shift. If any problems arise they will be dealt with efficiently to ensure the project specification is met and no stakeholders are affected.

We will also have an emergency contact list with additional supervisors and managers who will be available at all times during the project ensuring any issues are resolved quickly and the specification is adhered to.

ii. Details of back up arrangements for staff, plant and materials, including suppliers and the backup required to accelerate the programme following inclement weather or other unforeseen circumstances.

BridgeCare have a vast fleet of bespoke plant and vehicles. These items can be delivered to site very quickly if required for example if there's an unexpected breakdown. We would also ensure that all our crews carry enough plant and materials to guarantee that the programme will be adhered to and could be accelerated where possible.

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Further staff/crews can be made available in case additional labour is required to speed up the programme due to inclement weather or unforeseen circumstances. Based on the daily reports submitted by the shift supervisor, the project manager can liaise with the standby staff and mobilise them as necessary (if available).

iii. Training programmes for trade, supervisory and management

Our SHEQ Department offer numerous training course opportunities for all levels of staff at BridgeCare throughout the year. These range from university degrees through part time attendance to standard health and safety courses.

We have a training matrix for all our resource which is monitored to ensure all levels of competencies are covered. Our policy for training also allows staff to attend courses and gain qualifications that will allow them to progress through the ranks in the company and enhance their careers.

Name: **Craig Dixon** CQP MCQI, Grad IOSH

Role: QEST Manager

Qualifications: NEBOSH Diploma in Occupational Health & Safety, NEBOSH Certificate in Fire Safety and Risk Management, NEBOSH General Certificate, BSI Diploma in Quality Management, BSc (Hons) Applied Chemistry, FdSc Analytical Chemistry, Site Managers Safety Training Scheme, IOSH Managing Safely, ISO 9001 Lead Auditor

Previous Employment/Roles:

- 2023 – Present – SHEQ Manager – BridgeCare
- 2020 -2023 – Head of SHEQ (USL Group)
- 2015 - 2020– Quality Manager (USL Group)
- 2014 - 2015 Quantity Co-Ordinator (USL Group)
- 2006 - 2014 Chemist (Universal Sealants)
- 2004 - 2006 Laboratory Technician (Nufins)

Overview: Craig will head of our Quality, Environmental, Safety and Training department to ensure that, after receiving all reasonably practicable assistance and information from all levels of management to:-

- a) Ensure that documentation is in place covering all aspects of the department.
- b) To ensure that sufficient budgetary funding is in place to full fill the company's responsibilities on Health, Safety, Environment and in addition our product and service quality.
- c) To ensure that systems are in place to ensure that plant and equipment used by the company is fit for purpose and meets all current legislation.

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- d) To ensure that the company gives full consideration of all Health, Safety, Welfare, Environmental and Quality legislation and working practices.
- c) They understand the Company Health & Safety Policy and assist in its implementation.
- d) Shall ensure that formal workplace monitoring takes place to establish compliance with company Safety, Health and Environmental and quality standards.
- e) Make themselves aware of company regulations and procedures and ensure that persons for whom they are responsible are aware of and adhere to them.
- f) Persons under their supervision are adequately trained and fully aware of any hazard on the site, or work activity.
- g) Monitor company safety procedures by undertaking site visit and prepare detailed reports of site safety performance.
- h) In conjunction with management identify training needs within the company and recommend the best method of implementing safety training programmes to meet these needs.
- i) Consult with company employees to ascertain any possible hazard, which may be encountered.
- j) Give general assistance in the completion of risk assessments.
- k) Where appropriate and after due consultation, liaise with Government Agencies, Employers' Associations and Trade Associations.
- l) Monitor company accident reports and assist in accident investigation.

A handwritten signature in black ink, appearing to read "Simon Paxton", written over a horizontal line.

Simon Paxton
Managing Director

09/07/2024

Date

Appendix 1

BridgeCare Org Chart

