



CROSSBUILD CONSTRUCTION SERVICES LTD

HEALTH & SAFETY POLICY

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Policy Owner: Managing Director

Approved By: Managing Director / Board of Directors

1. Policy Statement

Crossbuild Construction Services Ltd is committed to protecting the health, safety and welfare of all employees, subcontractors, clients, visitors, members of the public and anyone else who may be affected by our activities.

We recognise that construction work presents significant risks and that effective management of health and safety is an essential part of the way we operate.

Crossbuild Construction Services Ltd will conduct its business in accordance with all applicable UK health and safety legislation, regulations, Approved Codes of Practice and recognised industry guidance.

We will take all reasonably practicable steps to prevent accidents, injuries, occupational ill health and unsafe conditions.

Health and safety will never be compromised in order to meet programme, commercial or production targets.

2. Our Commitments

Crossbuild Construction Services Ltd is committed to:

- Providing safe places of work and safe systems of work.
- Identifying hazards and assessing risks before work begins.

- Eliminating risks wherever reasonably practicable and reducing remaining risks to an acceptable level.
- Providing suitable information, instruction, training and supervision.
- Ensuring employees and subcontractors are competent for the work they undertake.
- Providing and maintaining suitable plant, equipment and personal protective equipment.
- Consulting with employees and workers on health and safety matters.
- Investigating accidents, incidents, near misses and dangerous occurrences.
- Learning from incidents and implementing corrective actions.
- Protecting workers from exposure to hazardous substances, dust, noise, vibration and other occupational health risks.
- Maintaining suitable emergency arrangements.
- Maintaining appropriate welfare facilities on our projects.
- Monitoring the performance of subcontractors and suppliers.
- Continually improving our health and safety performance.

3. Responsibilities

Managing Director

The Managing Director has overall responsibility for ensuring that this policy is implemented and adequately resourced.

The Managing Director will:

- Provide leadership on health and safety.
- Ensure suitable resources are available.
- Ensure competent persons are appointed where required.
- Review health and safety performance.
- Ensure appropriate action is taken when significant risks or failures are identified.

Directors and Senior Management

Directors and senior managers are responsible for ensuring that health and safety is properly managed within their areas of responsibility.

They will:

- Lead by example.
- Ensure suitable risk assessments and safe systems of work are in place.
- Ensure employees and subcontractors receive appropriate information and instruction.
- Monitor site performance.
- Take action where unsafe practices are identified.

Site Managers / Supervisors

Site management is responsible for the day-to-day implementation of health and safety arrangements.

They will:

- Ensure work is properly planned.
- Implement the Construction Phase Plan where applicable.
- Ensure RAMS are available, understood and followed.
- Conduct site inspections.
- Deliver or arrange appropriate inductions and toolbox talks.
- Monitor workers and subcontractors.
- Stop unsafe work where necessary.
- Report accidents, incidents and near misses.
- Maintain appropriate site records.

Employees

Every employee has a responsibility for their own safety and the safety of others.

Employees must:

- Follow company procedures and site rules.
- Follow RAMS and instructions.
- Use PPE correctly.
- Attend required training and briefings.

- Report hazards, defects, incidents and near misses.
- Never intentionally interfere with safety equipment.
- Never undertake work for which they are not competent or authorised.
- Stop work and seek assistance where they believe there is a serious and immediate risk.

Subcontractors

All subcontractors working for Crossbuild Construction Services Ltd are required to comply with applicable legislation, site rules, project requirements and Crossbuild's health and safety standards.

Subcontractors must provide evidence of competence, qualifications, insurance and other relevant documentation when requested.

4. Risk Assessment and Safe Systems of Work

Crossbuild Construction Services Ltd will identify significant hazards associated with its activities and implement suitable control measures.

Risk assessments and method statements will be prepared where appropriate and communicated to those carrying out the work.

Workers will be given an opportunity to raise concerns regarding RAMS and may stop work where they reasonably believe that the work cannot be undertaken safely.

RAMS will be reviewed where:

- The work changes.
- Conditions change.
- An incident occurs.
- New hazards are identified.
- There is reason to believe existing controls are no longer adequate.

5. Training and Competence

Crossbuild will ensure that employees and workers are suitably competent for the work they undertake.

Training requirements will be identified through:

- Job roles.
- Risk assessments.
- Legislation.
- Client requirements.
- Site requirements.
- Individual competence assessments.

Relevant qualifications, cards, certificates and training records will be maintained.

6. Construction Site Safety

Depending on the nature of the work, appropriate controls will be implemented for risks including:

- Working at height.
- Excavations and groundworks.
- Temporary works.
- Lifting operations.
- Plant and machinery.
- Traffic management.
- Electricity.
- Confined spaces.
- Asbestos.
- Hazardous substances.
- Dust.
- Noise and vibration.
- Fire.
- Demolition.
- Structural stability.
- Manual handling.
- Public protection.

7. Personal Protective Equipment

Where risks cannot be adequately controlled by other means, appropriate PPE will be provided.

Workers must:

- Wear required PPE.
- Maintain PPE in good condition.
- Report defective or unsuitable PPE.
- Use PPE in accordance with training and instructions.

8. Accident, Incident and Near-Miss Reporting

All accidents, incidents, near misses and dangerous occurrences must be reported promptly.

Crossbuild will investigate significant incidents to establish underlying causes and identify corrective actions.

Where legally required, incidents will be reported to the relevant authorities.

9. Emergency Arrangements

Suitable emergency arrangements will be established for each workplace and project.

These may include arrangements for:

- Fire.
- Serious injury.
- Evacuation.
- Structural collapse.
- Environmental incidents.
- Utility strikes.
- Severe weather.
- Other foreseeable emergencies.

10. Consultation

Crossbuild recognises the importance of consulting employees and workers on health and safety matters.

Workers will be encouraged to raise concerns and suggestions for improving health and safety without fear of criticism or retaliation.

11. Monitoring and Review

Health and safety performance will be monitored through appropriate measures including:

- Site inspections.
- Audits.
- Incident statistics.
- Near-miss reporting.
- Training records.
- Corrective actions.
- Management reviews.

This policy will be reviewed at least annually and following significant changes to the business, legislation or working activities.

12. Statement of Commitment

The Directors of Crossbuild Construction Services Ltd recognise that effective health and safety management is a fundamental responsibility of the company.

We will provide the leadership, resources and systems necessary to maintain safe working conditions and continually improve our health and safety performance.



Signed:

Name: Dion McIntosh

Position: Managing Director

Date: 14/07/2026

Next Review: 14/07/2027