

CHAP Group (Aberdeen) Ltd. is committed to the prevention of injury and ill health for all its employees and considers that Health, Safety and Welfare is a management responsibility equal to that of any other function and shall:

- Promote health, safety and welfare awareness and communicate its Policy to all employees by the provision of such information, instruction, training and supervision as is necessary to ensure, in so far as is reasonably practicable, the health and safety at work of all its employees and others who may be affected by its operations.
- Comply with Health & Safety Legislation and other applicable regulations.
- Operate a documented Health & Safety Management System with compliance to ISO45001:2018 and set occupational health and safety objectives and programmes, which will be monitored and reviewed on a regular basis, to ensure continual improvement in performance is achieved.
- Ensure that the appropriate organisation, arrangements and procedures are structured to discharge the duties of Client, Principal Designer, Designer, Principal Contractor or Contractor under the requirements of the Construction (Design and Management) Regulations 2015, where applicable.
- Nominate members of senior management with overall responsibility for Health & Safety and appoint a competent person to act as Health & Safety Adviser, who shall provide guidance, carry out inspections, liaise with the regulatory authorities and advise on all aspects of Health & Safety at work.
- Monitor that all employees comply with the Health & Safety Policy and ensure that they adhere to the defined procedures using the supplied safety equipment, where required.
- Consult with employees on issues relating to Occupational Health and Safety
- Promote and encourage a positive health and safety culture throughout the Group by the provision of information, instruction, training and supervision
- Ensure that sufficient resources are provided to maintain and continually improve Health & Safety performance, as well as meeting objectives of the Health and Safety Management System and applicable statutory and regulatory requirements
- Review the Health, Safety and Welfare Policy on a regular basis to ensure its continued effectiveness, and establish effective arrangements to draw the policy to the attention of all employees.
- Ensure that employees are made aware of their obligations under the Health and Safety Management System, and carry out communication so it is understood by all employees
- Ensure operations are risk assessed on an ongoing basis, with employees involved in the process
- Arrange for the effective planning, organisation, control, monitoring and review of preventative measures
- The Health, Safety and Welfare Policy shall be communicated to all employees, subcontractors and visitors. The policy shall be displayed on noticeboards, and available the CHAP Group IT System and Company website. It is also available to interested parties on request

Signed:

A handwritten signature in black ink, appearing to read 'H. Craigie', written in a cursive style.

H. Craigie
Managing Director