

Health & Safety Policy Statement

#Caring for our people is a core value at Morson, and the safety of our workforce is integral to how we operate. Our aim is to achieve health and safety standards that exceeds legal requirements, Approved Codes of Practice, and recognised standards such as ISO 45001:2018.

We are committed to developing a sustainable system and a positive safety culture that enables us to deliver a safe, efficient and high-quality service to our clients. We work collaboratively with our clients to ensure the safety of the workforce, so far as is reasonably practicable.

Promoting safe behaviour in the workplace is a critical part of the management of health and safety. We recognise that good systems alone will not eradicate workplace risks, and that safe behaviours are essential. We are committed to evolving our safety culture so that everyone works safely and returns home safely.

We will:

- Comply with all relevant legislation, company policies, and industry standards.
- Cooperate with employees, contractors, visitors, and clients to continually improve health and safety.
- Apply the Plan-Do-Check-Act methodology to plan objectives, implement controls, monitor performance, and act on lessons learned for continual improvement.
- Set and review SMART health and safety objectives as part of our management review process.
- Assess and control workplace risks, aiming to eliminate hazards or minimise risks where elimination is not possible.
- Incorporate the latest technical developments and scientific understanding, while considering the needs and expectations of our stakeholders.
- Provide adequate resources, information, instruction, supervision, and health & safety training to enable safe working.
- Monitor performance using both active and reactive measures.
- Ensure that all accidents, incidents and near misses are reported, investigated, recorded, and lessons learned are shared across the business.
- Review our arrangements during management review meetings to ensure ongoing suitability.
- Conduct regular audits to monitor compliance and continual improvement to demonstrate progress and management commitment.

Responsibilities for health and safety are clearly defined in our policies and procedures. Ultimate accountability for health and safety sits with the Board of Directors. Day-to-day responsibility is delegated to the HSQE Director, who is supported by the HSQE team in ensuring the effective implementation of this policy. Where the HSQE Director, or any nominated responsible person, is absent, their duties will be delegated to a suitably competent deputy to ensure the continuity of health and safety management. Those with responsibility will ensure that staff and workers are competent, fit to undertake their required task, and understand the safe system of work before starting work.

All staff, contractors, visitors, and clients have a duty to take all reasonable steps to preserve and protect the Health and Safety of themselves and that of others who may be affected by their acts and omissions.

We are committed to consultation, cooperation and participation in all aspects of Health and Safety. All employees have a duty to co-operate with worker representatives, Safety Officers, Managers, and Directors to enable the company to fulfil its responsibilities with regards to Health, Safety and Welfare.

This policy will be communicated to all employees and made available to contractors, clients, and other interested parties. It will be reviewed annually or sooner if there are significant changes in legislation, our operations, or other relevant factors.


Ged Mason – Morson Group CEO