

This Policy forms part of our Integrated Management System (IMS), which is certified to BS EN ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Highways Sector Scheme (NHSS) 16 Certification, and UKCA/CE Marking to EN 13108, EN 12620, EN 13043 and EN 13242.

The MGL Group (MGL) board of directors is firmly committed to applying the high standards in this policy to protect the health, safety, and welfare of our employees and anyone else affected by our activities.

Responsibilities: The Board of Directors determines Company Policies. Mark Davison and Dave Elliott, the Chief Executives, are responsible for this policy. Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures.

This Policy applies to all employees of MGL Group (MGL Demolition, Rainton Construction & Tynedale Roadstone) and the supply chain, regardless of employment agreement or position.

Scope: To provide comprehensive services throughout the construction and demolition industry. We will also endeavour to maintain and continuously improve safety across the full range of Industries.

Mission and Objectives: We will ensure throughout our activities that our conduct will:

- Protect the health, safety and welfare of employees and others affected by our activities.
- Limit adverse effects on and adjacent to the area where our activities are carried out.
- Meet our responsibilities as an employer to do all reasonably practicable to prevent accidents, injuries, and damage to health through our Zero Harm and Making Safety Personal Campaigns.

Zero Harm: We believe Zero Harm is achieved through acting with integrity and honesty, developing our people, and proactively engaging with our clients and communities.

Should an accident occur, we endeavour to act on it, learn from it, and improve our strategies to achieve Zero Harm in the future.

Making Safety Personal: Our commitment is to achieve Zero Harm throughout our work activities. Behavioural safety is a crucial factor, and we encourage all employees, subcontractors, and stakeholders to adopt our four fundamental behavioural values at all times during working activities:

- Lead by Example
- Acknowledge Safe Behaviour
- Speak up
- Be Receptive.

Regulatory Requirements: We will set standards that comply with the Health and Safety at Work Act and other key legislation relevant to the business. We will, in particular, take all reasonably practicable steps to:

- Provide and maintain a safe and healthy working environment, including safe access arrangements and suitable welfare facilities.
- Provide information, instruction, training, and supervision to enable employees to perform their work safely, including displaying a copy of this policy at every location and bringing it to the attention of new starters.
- Undertake risk assessments and implement the identified control measures to apply safe systems of work to all of our activities.

- Ensure safety and the absence of risks to health in connection with the storage, handling, use and transport of articles and substances.
- Ensure that all vehicles and work equipment are suitable for the purpose and properly maintained.
- Minimise the use of hazardous substances and determine where their use cannot be eliminated, assess the risks involved, and implement appropriate controls.
- Management, employees, and subcontractors must observe and comply with current Health & Safety Legislation and Network Rail Standard Requirements.
- Make all necessary safety devices and protective equipment available and supervise their use.
- Take steps to assess the competence of any contractor we engage and to ensure that information is exchanged on matters relevant to health and safety.
- Be prepared for emergencies such as fire and medical emergencies, and investigate all incidents of injury or ill health.
- Promote a positive health and safety culture within the organisation, notably through Directors and Managers, directly consulting with employees on health and safety matters and through elected representatives of employee safety and our health and safety committee.

Arrangements for Resourcing the Health and Safety Policy: MGL is committed to ensuring that the implementation of the health and safety management system is adequately resourced to enable the full implementation of this policy. This commitment includes providing sufficient financial resources, management and employee time, training, and health-and-safety advisory support. In addition, the company appoints internal specialists to provide competent health and safety advice.

Communication of Policy: This Health & Safety Policy Statement and the Responsibilities and Arrangements that support it are made under Section 2 (3) of the Health and Safety at Work Act 1974, communicated to all employees and supply chain partners, and made available to all interested parties.

Policy Review: This Health and Safety Policy Statement and the Responsibilities and Arrangements that support it will be reviewed at least annually or more frequently if significant changes have occurred to the company or the nature of its activities.

David Elliott – Chief Executive



Mark Davison - Chief Executive



December 2025