Health and Safety Policy Statement

At Palmer Construction Limited we recognise the fundamental importance of Health and Safety issues, and we are therefore committed to improving working conditions. Palmer Construction Limited is aware of its responsibilities for the health, safety, welfare and wellbeing of our employees and others affected by our activities.

Our commitment to health, safety and environmental protection is ongoing and Palmer Construction Limited aim to make continuous improvements as our organisation develops. In order to achieve this, our policy will be reviewed annually.

Palmer Construction Limited also recognises that our business activities and operations may also have inherent risks and hazards. These are effectively assessed, controlled, and managed in relation to our office and construction activities at all locations. In general, this health and safety policy statement highlights our goals and objectives which are to:

- Prevent accidents, incidents, injuries, and property damage.
- To actively seek and promote a zero-harm health and safety culture.
- Ensure health, safety, welfare, and wellbeing is given the highest priority and consideration in relation to our business activities, and to all people who come into contact with our operational activities.
- Continually review and improve our health and safety performance and processes.

Management of Health and Safety

- Our health and safety management system is based on compliance to national legislation, for example, the Health and Safety at Work Act 1974 etc and also as required, client specific requirements and safety rules.
- Our health and safety management systems are accredited to ISO 45001.
- Hazards and risks created by our business and operational activities are identified and assessed. Control measures are implemented, so far as is reasonably practicable, to minimise the risk to health and safety, welfare and wellbeing of employees and contractors.
- Relevant training will be provided and the competence of all employees and contractors to fulfil their responsibilities under this policy will be ensured.
- Palmer Construction Limited will provide work equipment which is safe and properly maintained and ensure safe use by employees and contractors.
- Effective health and safety management requires consultation, communication, co-operation, and supervision. It is recognised that effective communications and co-ordination is an important factor with regards to our business, operational activities, employees, contractors, and clients.
- Our Directors and Senior Managers promote good health and safety practice and awareness to all our employees and contractors. In support of this, Palmer Construction Limited provide competent resources to support our business and its operational activities.
- All employees have a duty to co-operate with management and to contribute to health and safety improvement, observe health and safety instructions, not to work outside of the scope of a risk assessment or method statement and use and maintain safety equipment that is provided.

This policy statement sets out the direction of Palmer Construction Limited by communicating its management values, beliefs and commitment to health and safety and provide the framework around which a safe and healthy working environment can be maintained.

This policy will be brought to the attention of employees during their induction. It will be reviewed at regular intervals, revised as necessary and any amendments brought to the attention of all our employees.

The Board of Directors give full backing to this policy and will support all those who endeavour to carry it out.

Managing Director

Simon Dennis

23rd October 2025

REVISION RECORD

Revision Record		
Version Number	**Date**	**Revision Summary**
3	30.03.16	Document reviewed, no changes but date changed to 30.3.16
4	01.10.16	As above, date changed to 1.10.16
5	02.05.17	Review of document, no changes made except date
6	02.05.18	Review, only change required is the date and version
7	04.06.19	Review, only change required is the date and version
8	22.09.20	Review, only change required is the date and version
9	17.09.21	Reviewed, only change required is the date and version number
10	25.10.22	Document reviewed and revised
11	24.10.23	Reviewed, only change required is the date and version number
12	24.10.24	Reviewed, only change required is the date and version number
13	23.10.25	Reviewed, only change required is the date and version number