
COMPANY OCCUPATIONAL HEALTH AND SAFETY (OH&S) POLICY STATEMENT

What is the Board's commitment to Occupational Health and Safety?

The Board of Directors of Forkers Ltd consider that health and safety will not be compromised for any other objective and is committed to promoting high standards of health, safety and welfare on all our sites, our premises and in all of our activities with the clear intention of preventing work-related injury and ill health.

To achieve this, the Board of Directors will:

- Constantly work towards improving the safety culture at all levels within the company.
- Ensure compliance with all relevant legal duties, including but not limited to the **Health and Safety at Work etc. Act 1974**, the **Management of Health and Safety at Work Regulations 1999**, and the **Construction (Design and Management) Regulations 2015**.
- Provide adequate resources for planning, provision and maintenance of safe working conditions and safe systems of work.
- Support continual improvement of the OH&S Management System in alignment with ISO45001:2018 and the Integrated SHEQ Management System.
- Ensure **Directors complete regular site safety reviews** to demonstrate leadership, visibility, and commitment to continual improvement.

What are our objectives for Occupational Health and Safety?

We believe that all accidents are preventable, and our objective is to plan, control and monitor activities in such a manner so as not to harm anyone whether directly or indirectly employed, visitors or members of the public.

To achieve this Forkers Ltd will:

- Have a strategic plan and specific OH&S objectives & targets which are updated at least annually.
- Use both **lagging indicators** (e.g., Accident Frequency Rate (AFR)) and **leading indicators** (e.g., near-miss reporting, positive interventions, proactive inspections) to monitor and improve performance.
- Inspect and audit operations throughout the year using the Safety, Health, Environmental and Quality (SHEQ) Manager **and/or the SHEQ Team**, and where appropriate **external organisations such as approved consultants**, supported by our operating teams, to ensure sound health & safety practice and to implement improvements.
- Promote the health, safety and **wellbeing** of our workforce, recognising the importance of occupational health, stress management and mental health support alongside traditional safety measures.

How do we comply with our responsibilities for Occupational Health and Safety?

Our OH&S Management System meets the requirements of ISO45001:2018 and is supported by the Health & Safety Management System Operating Procedures Manual and our Health and Safety Manual which are the business-specific documents detailing the company's responsibilities and arrangements for managing health and safety.

In summary:

- The Construction Director has responsibility for the implementation of Health and Safety, supported by the SHEQ Manager **and/or the SHEQ Team**.
- All employees, sub-contractors, consultants, suppliers and visitors have a duty to play an active part in maintaining this performance by compliance with their legal obligations and this policy. Managers and staff who are given specific duties for controlling work, preparing risk assessments and method statements, safety plans and other safety documentation, will be given appropriate advice, information, instruction, training and supervision to successfully undertake these tasks.
- Health and Safety is regarded as a responsibility for managers that will not be compromised for matters such as production and quality when planning, preparing and undertaking work.

- The correction of any breach of statutory provision on health and safety will take priority. Should appropriate action not be taken to meet the required standards, this will be taken seriously and may lead to disciplinary action being taken.

What are our expectations for communication and consultation?

Participation and consultation are vital aspects of this Policy, and all staff and employees are encouraged and expected to:


- Discuss health and safety matters with their managers, directors or company Safety, Health, Environment and Quality (SHEQ) Manager **and/or the SHEQ Team**, who will offer or obtain further advice where necessary.
- Co-operate at all times with instructions, guidance and rules; contribute good ideas and improvements and report defects or shortfalls.
- Engage with health and safety through **formal consultation mechanisms**, including toolbox talks, team briefings, site safety meetings, and workforce representatives.

Review

This Policy will be **reviewed annually, or sooner if required by significant changes in legislation, client requirements, or following incident/near miss trends**, as part of our commitment to continual improvement and ensuring its ongoing relevance.

Signed:

Ian Haywood



Mark Mason



Joint Managing Directors (on behalf of the Board)

1st January 2026