

# MJ Hughes Limited

## Health and Safety Policy

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MJ Hughes Limited considers that nothing is so important that it cannot be done safely and Health & Safety will never be compromised for other objectives.

The continued; safety, occupational health and mental wellbeing of our employees and anyone else affected by our activities is fundamental to our success. We believe there is never any conflict between the company's long-term success and our obligation to keep our employees safe, healthy for work and mentally fit and protecting members of public from our works.

MJ Hughes Limited's policy is to comply with the terms of the Health and Safety at Work act 1974 and related legislation plus all applicable Network Rail (NR) and London Underground Ltd. (LUL) create an environment in which all those affected by our operations remain safe and healthy.

We will ensure that all below will be carried out as far as is reasonably practicable:-

- Manage all our risks
- Adopt best practice
- Ensure all employees are competent to undertake their job safely
- Promote cultural health, safety and mental health awareness
- Promote safe behaviours and re-educate on unsafe behaviours
- Consult with employees and subcontractors to ensure they understand how to keep themselves and others safe at work and at home.

The framework of the Safety Management System will also identify objectives for continual improvement of the system and the overall performance of the company.

These objectives will ensure that all of the Company's activities are planned and resourced in a consistent way and that all customer and legal requirements are met in the most efficient and effective manner possible.

In order to ensure that its objectives are achieved, MJ Hughes Limited will maintain an internal Management System that complies with the requirements of ISO 45001-2018

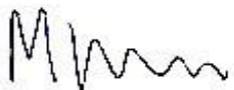
The implementation of our Management System is a management responsibility and relies upon the competence, cooperation and commitment of all employees and subcontractors. We will therefore:-

- Actively involve our employees and subcontractors in developing and sustaining a positive Safety and mental health culture which demonstrates strong leadership and commitment.
- Develop the necessary competencies in our employees and subcontractors, through the provision of information, training, instruction and supervision as required, to enable them to discharge their responsibilities.
- Establish effective organisational communication, cooperation and control arrangements with documented procedures and guidance where appropriate.
- Report all RIDDOR categorised accidents, incidents, near misses or dangerous occurrences and all close calls for railway working.

We will also confirm the presence of these arrangements to our supply chain partners.

The Managing Director, who has overall responsibility for this policy, will ensure the provision of adequate resources for its implementation and will regularly assess the continuing improvement of the Company's Safety performance.

This policy will be brought to the attention of all employees and subcontractors working on behalf of the Company and reviewed at least annually.



Michael Hughes  
Managing Director