

Occupational Health, Safety and Wellbeing (OHSW) Policy

Rev 04

December 2025

Kevin Hague Managing Director	
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1. POLICY STATEMENT

- 1.1. This Policy outlines the commitment of Aarsleff Ground Engineering Ltd UK, Avoncross Ltd, Centrum Pile, and Cannon Piling (referred to in this policy as 'the Company') to the Occupational Health, Safety and Wellbeing of all employees, contractors, and stakeholders affected by its operations.
- 1.2. This policy is non-contractual, and the Company reserves the right to amend or withdraw the policy at any time at the Company's discretion.
- 1.3. The Company cares about Occupational Health, Safety and Wellbeing of all employees and others who may be affected by our undertakings and that OHSW is a fundamental part of our business and our "Step Into The Blue" culture.
- 1.4. We have identified all our hazards and risks associated and arising from our operations and understand how these can affect our interested parties.
- 1.5. Our objective is to balance the aims of the business with our commitment towards hazard elimination and reduction of OHSW risks to prevent injury and ill health.
- 1.6. The contents of this policy and all revisions which may be made will be brought to the attention of all employees.
- 1.7. The Company will operate a 'zero tolerance' approach to any breach of this policy. Any such breach will be addressed through our disciplinary procedures, the outcome of which will be commensurate with the severity of the breach and may be treated as gross misconduct.
- 1.8. This policy will form part of the integrated management system (IMS) and will be reviewed annually by Senior Management.

2. SCOPE

- 2.1. This policy applies to all construction sites, offices, and other operational areas under control of the Company, all employees, contractors, visitors, and others who may be affected by the Company's operations across including subcontractors and temporary workers.

3. OUR COMMITMENT

- 3.1. We commit to ensuring the Company has in place processes and procedures to ensure the following:
 - 3.1.1. To prevent injury and ill health.
 - 3.1.2. To promote a positive safety culture.
 - 3.1.3. Compliance with applicable legal and other requirements to which the Company subscribes.

- 3.1.4. The provision and maintenance of safe plant and equipment and a safe working environment.
- 3.1.5. The provision of facilities to enable employees to cooperate in promoting and developing effective measures to ensure their Occupational Health and Safety at Work.
- 3.1.6. Effective performance monitoring and compliance with legal standards and industry best practice.
- 3.1.7. To measure and monitor our Occupational Health and Safety management and performance.
- 3.1.8. To actively manage employees' health and wellbeing through the provision of medicals and health assessment questionnaires and monitor changes through annual employee self-assessment.

4. RESPONSIBILITIES

4.1. Senior Management

- 4.1.1. To lead by example in all matters relating to OHSW.
- 4.1.2. To implement the Company's policies, although it is recognized that true effectiveness of this policy depends on the full cooperation and participation of all employees. As such this policy will be made available to all employees and their commitment to the content of this policy encouraged.
- 4.1.3. To allocate sufficient and competent resources, provided with suitable and sufficient information, instruction, training and supervision to maintain effective Occupational Health and Safety management.
- 4.1.4. To proactively encourage the continual identification and elimination of hazards and reduction of OHSW risks.
- 4.1.5. Ensure the Company has systems and processes accessible to all employees for the reporting of hazards, near misses and accidents.

4.2. Managers and Supervisors

- 4.2.1. Enforce safe working practices and ensure compliance on our sites.
- 4.2.2. Conduct risk assessments and implement control measures

4.3. Employees, Temporary Workers and Subcontractors

- 4.3.1. Are responsible for following instructions, participating in training and safety initiatives relevant to their roles and responsibilities.

5. WELLBEING

- 5.1. The Company will promote both physical and mental wellbeing through:



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- Access to support services
- Mental health awareness training
- Encouraging a positive work life balance
- Providing adequate welfare facilities on our construction sites, offices and other premises occupied by the Company.

6. EMERGENCY RESPONSE PROCEDURES

- 6.1. The Company will have a documented Emergency Response Plan, detailing evacuation routes, assembly points and emergency contact details.
- 6.2. First aid kits will be provided at all offices, construction sites and other premises and locations occupied by the Company.
- 6.3. First aid trained personnel will be available on construction sites and offices.

7. FIRE SAFETY PROCEDURES

- 7.1. The Company will ensure that suitable and adequate fire safety procedures and provisions are in place through:
 - Completing fire risk assessments for all offices and premises occupied by the Company.
 - Ensuring fire detection and alarm systems are installed and maintained.
 - Fire extinguishers are provided and inspected regularly.
 - Fire wardens are appointed and trained.
 - Fire evacuation plans and assembly points are displayed, communicated and periodically tested.

8. PERSONAL PROTECTIVE EQUIPMENT (PPE)

- 8.1. The Company commits to providing PPE for all activities and operations that it undertakes. Minimum PPE requirements include safety helmets, high-visibility clothing, gloves and eye and hearing protection.
- 8.2. Where our activities and operations require additional PPE, this will be determined by risk assessment and provided to all applicable employees.
- 8.3. PPE will be inspected, maintained and worn at all times when on site.
- 8.4. All PPE will be replaced when necessary.



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9. RISK MANAGEMENT

- 9.1. Site-specific risk assessments will be conducted for all sites and locations where the Company operates, and these will be reviewed regularly.
- 9.2. Control measures will be implemented to mitigate identified risks.
- 9.3. Safe systems of work or Task briefings will be developed for all high risk activities.

10. HAZARD PROTOCOLS

Procedures, method statements and risk assessments will be in place for all our activities and operations. These will include but not limited to:

- Working at height
- Manual handling
- Hazardous substances (COSHH)
- Use of plant and machinery
- Lifting operations
- Cutting, burning and welding
- Confined spaces
- Temporary Works
- Service identification, avoidance and breaking ground

- 10.1. Talkbox talks and safety briefings will be conducted regularly.
- 10.2. Regular Worksafe meetings will be held with representatives of the site employees to obtain their direct feedback on the effectiveness of our processes and procedures, and identification of areas for improvement.

11. MONITORING AND REVIEW

- 11.1. Health and safety performance will be monitored through audits, inspections and incident reporting.
- 11.2. Identification of trends in health and safety performance will be communicated to all employees together with actions plans to improve performance where necessary.
- 11.3. This policy will be reviewed annually or following significant changes in our operations and/or legislation.

