

# Health & Safety Policy Statement

GW Highways LTD is committed to safeguarding the health, safety and well-being of our employees, subcontractors, clients and general public during all stages of our operations. We are dedicated to ensuring a safe and healthy working environment for everyone by ensuring compliance with all applicable health and safety legislation, industry standards and best practice.

This policy outlines our approach to health & safety in line with the requirements of ISO 45001:2018.

## **Management will:**

- Meet legal obligations as specified in the legislation, codes of practice and any relevant standards or guidelines.
- Achieve a zero harm workplace where no employee, contractor or member of public is harmed as a result of our activities.
- Ensure full compliance with ISO 45001:2018.
- Ensure that all employees are made aware of the hazards in their work areas, site activities and are adequately trained so they can carry out their duties in a safe manner
- Encourage employee consultation and participation in all health and safety matters
- Enable employees to elect health and safety representatives
- Promote a system of continuous improvement, including annual reviews of policies and procedures

## **We will achieve this by:**

- Setting health and safety objectives and performance criteria for all supervisors, work areas and site activities.
- Encourage accurate, timely reporting and recording of all incidents and injuries and record on incident log.
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action and record all investigations, director sign off.
- Actively encourage the early reporting of any pain or discomfort
- Provide treatment and rehabilitation plans that ensure a safe, early and durable return to work
- Identify all existing and new hazards through detailed risk assessments and take all practicable steps to eliminate or minimise the exposure to any hazards when creating method statements.
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees

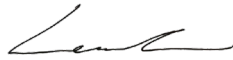
## **We will conduct regular performance monitoring by:**

- Regular review of our health and safety objectives and company performance against them.
- Regular monitoring through inspections, audits and monthly monitoring.
- Maintaining ISO 45001 through external auditing with a UKAS organisation.
- Measuring and monitoring incidents
- Monthly health and safety reviews to evaluate performance and make improvements where necessary.
- Continually improving our health and safety systems.

Policy Authorised By



David Gibbins, Director  
POL002 Rev 2  
Rev: 01/04/2026



Luke Wenham, Director



NHSS: 16