



## Health & Safety Policy



Above continues to strengthen its operations and core values across the Company and good Health and Safety (H&S) management is recognised by the Executive Leadership Team as one of the organisation's key priorities.

Good health and safety of our employees, subcontractors, client staff, and the community within which we serve give us our licence to operate. We believe that injuries are not inevitable, harm is not acceptable, and risks are ours to manage.

Occupational illness and injuries can be prevented by the adoption of sound risk management principles and the right behaviours by everyone. We will actively and continuously develop systems to ensure full compliance with legislation and achieve ongoing improvement in our performance.

Our employees' well-being is important to us, we will improve performance by working together to create an environment where employees are motivated, engaged, healthy, and supported to perform to the best of their abilities.

Above translates its commitment to health, safety, and welfare in the following ethos:

**Work Together > Safe Together** which flows through everything we do – whether you are a colleague or sub-contractor, working on a site, in an office, or at home – it's important that you are always kept safe.

**Work Together** – ensures that we all work as a team and remain protected, healthy, and empowered.  
**Safe Together** – ensures that we all go home healthy and happy at the end of every working day.

As Safety is our highest priority everything, we do will be linked to Work Together > Safe Together, and categorised under three core areas:

- **Be Protected** – covers: following your RAMs, planning effectively, and considering your environment.
- **Stay Healthy** – is all about watching out for your colleagues, using the right tools, and protecting yourself by wearing PPE.
- **Feel Empowered** – we are all responsible for ensuring we are kept safe, and you have the power to raise issues and report anything that isn't right.

The Executive Leadership team will annually review and revise this Policy to ensure it is effective and that the organisation's current priorities, plans, and targets are reflected.

This policy as set out in this document and accompanying specific arrangements and procedures is endorsed by the Executive Leadership Team acting collectively and by the Operations Director who has responsibility for the executive management of health and safety.

This policy will be displayed on noticeboards and brought to the attention of other stakeholders as required.

For and on behalf of the ELT  
Pat Rafferty - Operations Director

10<sup>th</sup> January 2024