A MOLONEY CONSTRUCTION LIMITED

HEALTH AND SAFETY POLICY

Statement of policy, responsibilities and arrangements

Document reference	Issue 1.0
Issue date	7 July 2026
Review date	7 July 2027

Scope: Company operations, employees, labour-only personnel, subcontractors and visitors

This policy must be read alongside site-specific risk assessments, method statements, permits and client/site rules.

AUTHORISATION

Approved by	Adrian Moloney - Managing Director
Signature	____
Date of signature	____

1. Purpose, scope and legal framework

A Moloney Construction Ltd is committed to protecting the health, safety and welfare of all persons affected by its work. This policy applies to employees, directors, temporary workers, labour-only personnel, subcontractors, visitors and members of the public who may be affected by the Company's operations.

The Company undertakes specialist construction activities, including diamond drilling, track and wall sawing, floor sawing, wire sawing, chasing, controlled demolition support, Brokk operations and associated preparation, access, lifting, electrical and water-management activities. Work will be planned and controlled in proportion to the level of risk.

This policy is prepared with regard to the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Construction (Design and Management) Regulations 2015 and other legislation relevant to the work. The Company will keep its arrangements under review and will obtain competent external advice where necessary.

2. Health and safety policy statement

A Moloney Construction Ltd will, so far as is reasonably practicable:

- Provide and maintain safe systems of work, safe plant, equipment, workplaces and access arrangements.
- Identify significant hazards, assess risks and eliminate or control risks before work starts and whenever conditions change.
- Provide suitable information, instruction, training, supervision and consultation so that people can work safely and competently.
- Protect workers and others from the health effects of dust, silica, noise, vibration, hazardous substances, manual handling, fatigue and other foreseeable occupational-health risks.
- Provide suitable personal protective equipment (PPE) where residual risks cannot be adequately controlled by other means.
- Ensure that accidents, near misses, unsafe conditions and ill-health concerns are reported, investigated and used to prevent recurrence.
- Cooperate with clients, principal contractors, designers, other contractors and relevant dutyholders to coordinate work safely.
- Monitor performance, learn from inspections and incidents, and review this policy at least annually or sooner where needed.

All persons working for or on behalf of the Company have a duty to take reasonable care of their own health and safety and that of others. No person will be expected to undertake work that they reasonably believe to be unsafe. They must stop work, make the area safe where possible and report the concern immediately.

3. Responsibilities and organisation

3.1 Managing Director - Adrian Moloney

- Has overall responsibility for health and safety, resources, leadership and ensuring that this policy is implemented and reviewed.
- Ensures suitable arrangements are in place for competent management, supervision, risk control, training, maintenance and monitoring.
- Appoints competent assistance where specialist health and safety advice is required.
- Ensures significant incidents, enforcement matters and recurring concerns are reviewed and corrective action is assigned.

3.2 Contract Manager

- Plans work with the client or principal contractor and obtains relevant pre-construction, site, programme, access and service information before mobilising.
- Ensures appropriate RAMS, COSHH assessments, permits, equipment information, competence records and work instructions are prepared or obtained before work starts.

- Coordinates Company activities with client/site arrangements, confirms welfare and emergency arrangements, and ensures the workforce receives relevant briefings.
- Carries out or arranges inspections, responds to safety concerns, and verifies that corrective actions are completed.

3.3 Supervisors and lead operatives

- Carry out pre-start checks and dynamic risk assessments, confirm that work areas, access, exclusion zones, services information and equipment are suitable.
- Brief the workforce on RAMS, site rules, permits, task changes and emergency arrangements; do not allow work to start until critical controls are in place.
- Ensure that only competent and authorised persons operate specialist plant and equipment.
- Stop work and report unsafe conditions, incidents, near misses, equipment defects or material changes in the task.

3.4 Employees, labour-only personnel and agency workers

- Follow training, site rules, RAMS, permits and reasonable instructions; use equipment and PPE as instructed.
- Attend inductions, briefings and training, and do not undertake work for which they are not competent or authorised.
- Report hazards, defects, accidents, near misses, ill health, fatigue concerns and unsafe acts immediately.
- Do not interfere with, misuse or remove safety controls, guards, warning signs, barriers, permits or welfare arrangements.

3.5 Competent assistance

Where the Company does not have sufficient internal specialist knowledge, it will seek competent external support. This may include occupational-health providers, competent health and safety advisers, equipment manufacturers, inspection bodies, lifting specialists, electrical specialists, asbestos consultants or other appropriately qualified persons.

4. Planning and controlling work safely

4.1 Risk assessment and RAMS

- Significant hazards will be identified before work starts. Controls will follow the hierarchy of control: eliminate, substitute, isolate/engineer, administrate, then PPE as the final layer.
- Site-specific RAMS will be prepared where required by the nature of the task, client requirements or risk level. They will be reviewed when the scope, environment, access, services, plant, workforce or sequence changes.
- Workers will be briefed on relevant RAMS and given the opportunity to raise questions before starting work. Briefings will be recorded where required.
- Work will not start where essential information or controls are missing, including confirmation of services, access, structural stability, exclusion zones, permits, adequate power/water arrangements or suitable welfare.

4.2 CDM and coordination

- The Company will cooperate with the client, principal designer, principal contractor and other dutyholders under CDM 2015.
- Before work begins, the Company will obtain and comply with relevant construction-phase information, site rules, traffic arrangements, emergency procedures, asbestos information, drawings, permits and coordination requirements.
- The Company will provide information about the risks created by its work, including drilling/cutting operations, dust, noise, vibration, slurry, falling cores, work at height, electrical hazards, plant and exclusion-zone requirements.

4.3 Permits and high-risk work

- Permit-to-work systems will be followed where required, including hot works, confined spaces, electrical isolation, work at height, penetration of structures, service isolation, lifting and other site-controlled activities.
- No drilling, cutting, chasing or demolition-support work will proceed until the potential for hidden services, asbestos-containing materials, structural instability, post-tensioning, embedded reinforcement and risks to people or property on the opposite side or below have been considered and controlled.
- Where a client or principal contractor controls a permit, the Company will not treat a permit as replacing its own duty to plan, assess and supervise work safely.

4.4 Change management and stop-work authority

Any person may stop work where there is a risk of serious injury, ill health, damage or uncontrolled change. Work may only restart when the change has been assessed, the necessary controls are in place and the affected workforce has been briefed.

5. Training, competence, consultation and communication

5.1 Competence and training

- Personnel will be selected and allocated work according to their competence, experience, training, physical capability and any task-specific authorisation required.
- Training and competence evidence, including CSCS, NVQ, operator cards, manufacturer training, first aid, abrasive wheels, manual handling, asbestos awareness and other relevant certificates, will be retained where applicable.
- New starters and temporary workers will receive induction, supervision and task briefing appropriate to their experience and the risks of the work.
- Refresher training, toolbox talks and targeted briefings will be provided where legislation, client requirements, equipment changes, incidents, observations or identified gaps show this is necessary.

5.2 Consultation and worker involvement

- Workers are encouraged to raise safety concerns, suggest improvements and report near misses without fear of retaliation.
- Consultation may include site briefings, toolbox talks, supervisor discussions, health and safety meetings, incident reviews and direct feedback to management.
- Relevant findings from inspections, incidents, client feedback, changes in legislation or changes to methods of work will be communicated to affected workers.

5.3 Communication and records

The Company will maintain appropriate records of inductions, briefings, training, competence, inspections, equipment maintenance, PAT testing, risk assessments, COSHH information, incidents and corrective actions. Records will be available to clients or enforcing authorities where reasonably required.

6. Work equipment, PPE and specialist operations

6.1 Plant, tools and electrical equipment

- Plant, tools, rigs, saws, hydraulic equipment, lifting accessories, cables, hoses and water-control equipment will be selected as fit for purpose and maintained in a safe condition.
- Pre-use checks will be carried out. Defective equipment will be removed from use, clearly identified and reported for repair, replacement or disposal.
- Only trained and authorised persons may use specialist plant. Manufacturer instructions, guarding requirements, maintenance schedules and safe operating limits will be followed.
- Portable electrical equipment and leads will be subject to appropriate inspection, maintenance and testing. Suitable voltage reduction, RCD protection, cable routing and protection from damage will be used as required by the task and site arrangements.

6.2 Diamond drilling, sawing, chasing and controlled demolition support

- Work areas will be assessed for service strikes, structural stability, water/slurry control, electrical hazards, falling cores, kickback, blade/bit failure, flying debris, noise, dust, vibration, access and exclusion-zone requirements.
- Rigs and equipment will be secured using an approved fixing method suitable for the structure and the task. Guards, blade covers, whip checks and other protective measures will be used where required.
- Wet drilling/cutting, local water suppression, extraction and suitable cleaning methods will be used to control dust and slurry as identified by the risk assessment.
- Areas below, behind or on the opposite side of penetrations will be checked and protected. Exclusion zones, barriers and communication with other trades will be used to prevent exposure to falling cores, debris, water or slurry.

- No one will work beneath suspended loads or in a cutting/drilling exclusion zone unless the work has been specifically planned and controlled.

6.3 PPE

- PPE will be provided where risk assessment shows it is required and will be compatible with the task and other PPE being worn.
- Minimum PPE on site will meet site rules and normally includes safety footwear, suitable workwear/high-visibility clothing, safety glasses and gloves. Hard hats, hearing protection, respiratory protective equipment and other task-specific PPE will be used where required.
- PPE is a last line of defence. It does not replace suitable planning, engineering controls, supervision or safe systems of work.
- Workers must inspect PPE before use, keep it clean and serviceable, and report loss, damage, poor fit or defects immediately.

6.4 Work at height, lifting and vehicles

- Work at height will be avoided where reasonably practicable. Where unavoidable, suitable collective protection, access equipment, inspection, rescue arrangements and competent users will be provided.
- Lifting operations will be planned and carried out by competent persons using suitable equipment and accessories. Lifting equipment will be examined and maintained as required.
- Vehicle movements, deliveries, reversing, loading/unloading and pedestrian interfaces will be controlled through site traffic arrangements, banksmen where required, segregation, lighting, housekeeping and safe access routes.

7. Occupational health and welfare

7.1 Dust, silica and hazardous substances

- The Company will assess exposure to respirable crystalline silica and other hazardous substances. Controls may include wet methods, local extraction, suitable RPE, cleaning methods that avoid dry sweeping, restricted access and appropriate supervision.
- COSHH assessments, safety data sheets and storage information will be available for relevant substances such as fuels, oils, adhesives, cleaning products and other chemicals.
- RPE will be selected, face-fit tested where tight-fitting RPE is required, maintained and used in accordance with the risk assessment.

7.2 Noise and vibration

- Exposure to noise and hand-arm vibration will be assessed and controlled by selecting suitable equipment and methods, limiting exposure time, maintaining tools, rotating tasks where appropriate and using hearing protection or other controls.
- Exposure information and trigger times will be communicated to workers when relevant. Health surveillance will be considered or provided where the risk assessment and exposure levels indicate it is required.

7.3 Manual handling, ergonomics and fatigue

- Manual handling will be avoided or reduced through planning, mechanical aids, team lifting, suitable storage, route planning and load assessment.
- Workers will be instructed not to lift loads that they cannot safely handle and to request assistance or mechanical handling where needed.
- Workloads, shift patterns, travel, overtime and fatigue risks will be considered during planning. Workers must report fatigue or fitness-for-work concerns that could affect safety.

7.4 Welfare and mental wellbeing

- Before work starts, the Company will confirm that suitable welfare is available or that the client/principal contractor has made adequate welfare arrangements, including toilets, washing facilities, drinking water, rest facilities and facilities for changing/drying where required.
- The Company will encourage early reporting of stress, mental-health concerns, bullying, harassment, fatigue, alcohol/drug concerns or other factors that may affect safe work. Matters will be treated sensitively and referred for appropriate support where needed.

8. Emergency arrangements, incidents and RIDDOR

8.1 Emergency and first-aid arrangements

- Workers will receive site-specific information on emergency exits, assembly points, fire arrangements, first aid, emergency contacts, access/egress, spill response and rescue arrangements before starting work.
- First-aid needs will be assessed for Company work and suitable arrangements will be made. On shared construction sites, the Company will confirm how site first-aid arrangements are accessed and whether additional provision is needed.
- Where work involves fire, hot works, confined space, work at height, lifting, electrical hazards or other high-risk activities, emergency and rescue arrangements will be planned before work starts.

8.2 Accident, near-miss and unsafe-condition reporting

- All accidents, injuries, dangerous occurrences, near misses, environmental spills, damage events and unsafe conditions must be reported immediately to the supervisor or Contract Manager and to the client/site management where required.
- The Company will investigate incidents proportionately to identify immediate and underlying causes, assign corrective actions and communicate learning to prevent recurrence.
- The Company will keep incident records and will cooperate fully with client investigations, insurer requirements and enforcing authorities.

8.3 RIDDOR

Where an incident is reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR), the responsible person will ensure that the required report is made to the HSE within the applicable legal timescale. The Company will not wait for a client or another contractor to report an incident where it has its own reporting duty.

9. Subcontractors, cooperation and coordination

9.1 Selection and approval

- Subcontractors and labour suppliers will be selected with regard to competence, experience, resources, insurance, health and safety capability and the nature of the work.
- Before work starts, the Company will verify relevant competency evidence, RAMS, training, equipment status and any client/site-specific requirements appropriate to the work package.
- Subcontractors must provide safe systems of work, competent supervision and suitable plant/PPE. They must not further subcontract work without prior agreement and appropriate control.

9.2 Cooperation with clients and other contractors

- The Company will exchange relevant information with clients, principal contractors and other trades so that interfaces, simultaneous operations, access, permits, exclusion zones, deliveries, welfare and emergency arrangements are coordinated.
- The Company will comply with client and principal-contractor site rules unless its own arrangements require a higher standard. Any conflict or unsafe requirement will be escalated before work proceeds.
- The Company will keep work areas tidy, control waste, slurry and cables/hoses, and leave the area in a safe condition at the end of each shift or work activity.

10. Monitoring, audit and review

- Health and safety performance will be monitored through management visits, supervisor checks, pre-use equipment inspections, site observations, client feedback, training records, incident data and review of corrective actions.
- Findings will be recorded where appropriate. Deficiencies will be corrected promptly and any systemic issues will be reviewed by management.
- This policy will be formally reviewed at least annually and sooner where there is a significant change in business activities, workforce, legislation, client requirements, enforcement action, serious incident or evidence that existing arrangements are not effective.

Policy communication

This policy will be made available to Company personnel and relevant subcontractors. Key requirements will be reinforced through induction, RAMS briefings, toolbox talks, supervisory checks and management review.

Appendix A - Key responsibilities summary

Role	Main health and safety responsibilities
Managing Director	Sets direction and resources; retains overall responsibility; reviews significant issues; ensures competent support and annual policy review.
Contract Manager	Plans work; confirms information and resources; ensures RAMS, permits, competence, coordination, inspections and corrective actions are in place.
Supervisor / Lead Operative	Conducts pre-start and dynamic checks; briefs the team; verifies controls; stops unsafe work; reports defects, incidents and changes.
Operatives	Follow training, RAMS and site rules; use PPE and equipment correctly; report hazards; do not work outside competence or interfere with safety controls.
Subcontractors	Provide competent workers, safe systems and suitable equipment; comply with Company/client rules; coordinate work and report concerns/incidents immediately.

Appendix B - Policy declaration

I confirm that I have read, understood and will support the implementation of this Health and Safety Policy. I understand that this policy must be applied alongside task-specific risk assessments, method statements, permits and client/site requirements.

Name	Role	Signature	Date