

GLJ Contracts recognises that our site activities bring about a range of hazards, in particular office-based and warehouse hazards. We also recognise that our staff may be exposed to hazards when providing customer on-site support, as well as when travelling to and from other sites. We accept our legal responsibility to ensure the health, safety and welfare of persons affected by our activities.



*We believe that all accidents and incidents of work-related ill health are preventable*

As such, the Directors of GLJ Contracts are committed to, and have accountability for the following:

- Preventing injury or ill health to anyone who may be affected by our work activities.
- Providing safe and healthy working conditions.
- Complying with all relevant legal, regulatory, contractual, and other third-party requirements.
- Eliminating hazards and reducing occupational health and safety risks.
- Consultation with and the participation of workers and, where relevant, their representatives.
- Ensuring the impacts of climate change are known and mitigated to help protect the environment.
- Continually improving our risk management and occupational health and safety performance.

GLJ Contracts will meet these commitments by:

- Implementing and maintaining a Health and Safety Management System that is certified by a UKAS-accredited Certification Body as compliant with ISO 45001.
- Systematically identifying hazards present and applying a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work.
- Maintaining a set of objectives and a supporting programme of work that is focused on achieving our commitments and eliminating or reducing the major hazards present.
- Clearly defining individual management and employee responsibilities for implementing the Health and Safety Management System and achieving our objectives.
- Providing appropriate information, training, and supervision so that all workers are aware of their responsibilities and legal duties and can support the implementation of an initiative-taking health and safety culture.
- Maintaining effective systems of engagement, communication and consultation on health and safety issues with all employees and other persons affected by our activities.

The appropriateness and effectiveness of this policy, and the means identified within it for delivering our commitments, will be regularly reviewed by our company directors. The implementation of this policy is fundamental to our success and must be supported by all employees as an integral part of their daily work. This policy is publicly available to interested external parties upon request.

**James Hopkins & Michael Jaques – Directors**

**01 January 2026**