

## 2. Health and Safety Policy

It is the policy of GEM Construction to promote high standards of health, safety and welfare that comply with the provisions and requirements of the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (General Application) 2007 to 2020 Regulations, the Safety, Health and Welfare at Work (Construction) 2013 to 2023 Regulations as well as all other statutory provisions and Codes of Practice. We are committed to provide safe and healthy working conditions for the prevention of injury and ill health, consultation and participation of workers, and, where they exist, workers' representatives and we are committed to ensuring the safety of visitors and clients at our place of work.

All employees must take reasonable care for their own safety and other persons affected by their acts or omissions, co-operate with their employer and to use the protective equipment provided.

The Safety Policy of our organisation is:

- The prevention of injury and ill health and continual improvement in OH&S management and OH&S performance.
- To fulfil legal requirements and other requirements.
- The standards of Safety, Health and Welfare will be maintained at the highest level.
- GEM Construction aims for continual improvement of the OH&S Management System.
- An integral part of effective management in our operations is an awareness that high standards of Safety, Health & Welfare are required including our commitment to eliminate hazards and reduce OH&S risks as reasonably as possible.
- Employees at all levels, wherever employed, will receive sufficient training in the safety, health and welfare aspects of their work to ensure that they are aware of potential hazards and the action required to overcome them.
- If any employee is found to have been culpably negligent in any matter of health and safety, or contributed to an accident through personal neglect, then that person will be subject to Disciplinary Action.
- All employees will co-operate together and with the employer to prevent injury to themselves and to others. It is only with the active co-operation of all employees that good health and safety conditions may be attained.
- The provision of a framework for setting and reviewing OH&S objectives.

The policy is communicated to all employees and is available to all interested parties on request from the managing director. The policy will be reviewed annually to ensure it remains relevant and in line with the company's objectives & targets.

Kevin Fay (Construction Director) is the appointed Director responsible for Health & Safety in GEM Construction.

Signed: \_\_\_\_\_

*Mart Healy*  
Martin Healy (Managing Director)

Date: \_\_\_\_\_

*25<sup>th</sup> March 2024*

Signed: \_\_\_\_\_

*Kevin Fay*  
Kevin Fay (Construction Director)

Date: \_\_\_\_\_

*25<sup>th</sup> March 24*