

OCCUPATIONAL HEALTH & SAFETY 45001 POLICY



It is the policy of **McGowan Group Ltd** and its subsidiary companies (McGowan Infrastructure Ltd, & McGowan Environmental Engineering Ltd) to maintain a quality system designed to meet the requirements of ISO 45001:2018 (or any other standard in line with Annex SL Structure) in pursuit of its primary objectives, the purpose and the context of the organisation.

It is the Group policy to:

- strive to satisfy the requirements of all of our customers, stakeholders and interested parties whenever possible, meeting and exceeding their expectations;
- comply with all compliance obligations, codes of practice and all other requirements applicable to our activities including the nature, scale and environmental impacts of its activities, products and services;
- ensure commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health which satisfies the requirements of all of our customers, stakeholders, interested parties, and any other persons who may be affected from the company's activities whenever possible and is specific to our OH&S risks and OH&S opportunities;
- Comply with current and any future government guidance in order to eliminate all hazards and reduce OH+S risks including COVID-19 and subsequent variants which are associated to the works and activities undertaken by the organisation.
- ensure a commitment to eliminate all hazards and reduce OH+S risks which are associated to the works and activities undertaken by the organisation;
- provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- ensure that all employees are made aware of their individual obligations in respect of this OH&S policy, and ensure that consultation and participation of workers, to be actively involved in the management of the system and the activities supplied;
- maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This OH&S policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

Customer service is an essential part of the quality & environmental process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of quality and environment and its impact on customer service and of the products or service in which we provide.

To ensure the company maintains its awareness for continuous improvement, the quality, environmental & OH&S system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business.

The OH&S System is subject to both internal and external annual audits.

Signed
Ross McGowan – Company Founder / Managing Director

Review Date: 01 June 2025
Next Review Date: 01 June 2026



Naturally Different

2.02 Version 2 Dated 01 June 2025