



HEALTH AND SAFETY POLICY STATEMENT

Mansfield Sand Company Limited is committed to keeping its employees and those that work with us or are affected by our business, safe and healthy. Our Goal is that no-one is harmed due to our activities, products or services.

To achieve this statement Mansfield Sand has identified the following areas of focus:

- Instilling H&S at the heart of everything we do, through consistent, visible leadership and commitment at all levels.
- Encouraging all employees and contractors to engage in a proactive and positive way to identify and manage H&S risks in a practicable and hierarchical manner.
- Development of robust H&S management systems and practices, with effective assurance programmes, with a goal of achieving ISO45001 certification.
- Fully comply with applicable H&S legal and other requirements.
- Actively encouraging all employees and third parties to report all injuries, incidents, near hits, unsafe acts and hazard observations. Sharing and learning from high potential events.
- Assigning clear responsibilities throughout the organisation for the management of H&S.
- Identify all significant risks and manage in a prioritised, responsible, proactive and positive manner.
- To maintain, monitor and continually improve our H&S performance

To fulfil this commitment, we will:

- Demonstrate effective leadership through our governance structure, the H&S Exec Committee and by the completion of safety conversations in the workplace.
- Set continual improvement objectives based on significant risks and best practice opportunities.
- Identify, eliminate or reduce potential H&S threats through risk assessment based on observations, worker involvement and participation, learning to manage risks more effectively.
- Develop and maintain safe systems of work that reflect the job as done through worker review processes.
- Ensure that all employees working for Mansfield Sand have a full understanding of their role and that they are trained, competent and have sufficient autonomy to fulfil what is being asked of them.
- Engage with employees and their representatives in H&S committee meetings and by following up and monitoring agreed improvements to ensure their effectiveness.
- Only engage contractors that have an acceptable, demonstrable H&S performance history.
- Ensure contractor's working on our sites are treated as we would an employee and that the health and safety expectations of the company and the job are clearly communicated to them and understood.
- Complete team investigation of significant H&S events to root cause. Identify and monitor completion and effectiveness of corrective actions.
- Use discipline as a last resort measure via the application of a just culture.
- Monitor and review H&S performance using both negative and positive measures to identify trends and concerns and actively manage or improve them.

A handwritten signature in black ink, appearing to read 'Richard Abraham', with a long, sweeping underline.

Richard Abraham
Managing Director

January 2020

