HEALTH, SAFETY, ENVIRONMENTAL & QUALITY POLICY STATEMENT

Founded in 1945 Pat Munro (Alness) Ltd (Pat Munro), is a privately owned multi-discipline contractor based in Alness, operating sites across the Highlands of Scotland providing a wide range of services across the construction, quarry products, waste and home building sectors.

It is the policy of Pat Munro, to conduct all business activities in a responsible manner, which assures the health and safety of people, preservation of the environment and prevention of pollution, quality of the product/services and compliance with all applicable health, safety, environmental, legal, quality and regulatory requirements.

Our Company is committed to a policy of continuous improvement in all matters relating to Health, Safety, Environment and Quality (HSEQ). This will be achieved by Senior Management leading on our HSEQ Management systems, which will be monitored, reviewed, maintained and communicated throughout the Company and through setting of HSEQ improvement objectives and targets. The company operate an integrated management system aligned with HSG65, ISO9001 & ISO14001 standards.

This policy will influence business activities and decisions including the selection of resources, information, training, supervision, design and the provision of products and services.

All employees will be made aware of the importance of adhering to this Policy, which will be reviewed regularly to ensure its continued suitability and applicability to the Company. Each employee has a personal responsibility to comply with the aims of this policy, which shall be achieved by co-operating with the Company to maintain the following principles:

- Assign clear roles and responsibilities regarding HSEQ;
- Plan, design and manage our activities in order to ensure that any impacts to the environment, health, safety or quality have been fully assessed and suitably controlled;
- Provide systems of work, appropriate technology, equipment, and procedures that meet requisite performance standards;
- Comply with client requirements,
- Maintain a constant vigilance and readiness to prevent and, where required, respond to and effectively manage adverse events;
- Encourage open reporting of accidents and incidents, and implement a right to refuse to work procedure in situations where unsafe conditions may develop;
- Promote the reuse and recycling of materials to reduce the amount of waste to landfill;
- Continuously monitor and improve our HSEQ systems and performance, through an on-going review of our objectives and targets, and implementation of robust corrective and preventative actions.

This policy is available on the company intranet, website and hard copies are on display and/or available at all operational sites. The policy is also made available to any interested party on request.

The Directors of Pat Munro will review this policy annually, and revise or update it as necessary.

Approved: **Brian Munro**
Managing Director

Date: **7th June 2017**

Signed: