

	<h1>Health & Safety Policy</h1>			No.: TSL-POL-GRP-001
				Version: 07
				Date: 29/07/2024
Document Type: Policy	Company: TSL	Document Owner: Group EHS Director	Document Approver: Group Chief Operating Officer	Document Classification Public

1.0 Commitment

- 1.1** TSL is a construction group, which manage and design construction projects, predominantly in the Logistics, Food, Technology, Data Centre and Pharmaceutical sectors.

TSL recognises the requirement to conduct its business in such a way as to ensure, so far as is reasonably practicable, that employees and others who may be affected by our operations are not exposed to risks to their health, safety, and wellbeing.

2.0 Our Policy

- 2.1** Health & Safety is a core value in our business, and we firmly believe that all accidents and injuries are preventable and, as a minimum, we are committed to:
- meeting and exceeding both the spirit and letter of the law and other requirements to which we subscribe.
 - achieving continual improvement in our health & safety management and performance; and
 - the prevention of injury and ill-health so that everyone can go home in the same healthy condition as they arrived.

- 2.2** Achieving high standards of health & safety contributes to business performance and we believe that the way we manage health, safety and quality of service go together. Effective communication of health & safety information is key so that all employees and contractors, who are working under our control, are aware of and carry out their health & safety roles and responsibilities.

- 2.3** In support of this Policy our objectives are to:
- provide adequate financial and manual resources to successfully manage health & safety throughout our business and all places of work.
 - promote the development of a positive health & safety culture based on effective consultation and participation by all employees, their representatives, and contractors, in an open, fair, and trusted manner where all accidents and incidents are reported, and we learn from any mistakes to prevent recurrence.
 - provide appropriate resources, information, instruction, training, re-training, and supervision in health & safety to maintain the competence and awareness levels of all employees; and
 - continually monitor health & safety performance of staff and contractors to ensure that our high expectations and standards are met.

3.0 Integrated Management System

- 3.1** Our company is committed to upholding an Integrated Management System (IMS) that encompasses Quality, Environment, and Health & Safety. This system is meticulously crafted to align with the ISO 9001, ISO 14001, and ISO 45001 standards while concurrently advancing our fundamental values and primary objectives in quality, environmental, and health & safety management.

4.0 Responsibilities

- 4.1** The TSL Board is accountable for H&S matters. It's Directors and Managers are required to be responsible for performance in their areas of control.

The scope of our ISO45001 accreditation applies to all activities, facilities, and operations within TSL and our externally provided services. The overall responsibility for health and safety management throughout the Company is vested with the Group Chief Operating Officer and Group EHS Director who will both ensure this Policy is implemented.

5.0 Policy Review

- 5.1** This policy is reviewed to ensure its ongoing suitability, as and when there are key changes (e.g., in customer, legislative, operational requirements etc.) and annually as a minimum. The board of Directors endorse this policy and shall ensure that it is implemented and communicated accordingly.

Approved By:

Michael McDonnell

Michael McDonnell
Group Chief Operating Officer