

1. Objective

- 1.1 Castlemore Homes 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.
- 1.2 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:
 - (a) meeting and exceeding both the spirit and letter of the law and other requirements to which we subscribe;
 - (b) achieving continual improvement in our health & safety management and performance; and
 - (c) the prevention of injury and ill-health so that everyone can go home in the same healthy condition as they arrived.
- 1.3 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.
- 1.4 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.
- 1.5 In support of this Policy our objectives are to:
 - (a) provide adequate financial and manual resources to successfully manage health & safety throughout our business and all places of work;
 - (b) 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;
 - (c) provide appropriate resources, information, instruction, training, re-training, and supervision in health & safety to maintain the competence and awareness levels of all employees; and
 - (d) continually monitor health & safety performance of staff and contractors to ensure that our high expectations and standards are met.
- 1.6 The overall responsibility for health & safety management throughout the Company is vested with the Group Chief Operating Officer and the Group HSQE Director who will both ensure this Policy is implemented.
- 1.7 The Board will receive regular performance reports and the Policy will be reviewed by the Board of Directors at regular intervals not exceeding 12 months.

Michael McDonnell
Group Chief Operating Officer