



# HEALTH & SAFETY POLICY STATEMENT

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NG Bailey is committed to continually improving Health & Safety performance. This will be achieved by senior management setting clear Health & Safety objectives and monitoring performance against the objectives set. 'Safety First & Foremost' is our overriding principle.

To facilitate this, an occupational Health & Safety management system, aligned to the requirements of ISO 45001:2018, is documented, implemented, and maintained.

NG Bailey will:

- Establish line management accountability for upholding a safe & healthy working environment and reducing or mitigating hazards to Health & Safety posed by our work activities
- Continually improve our occupational health and safety management by assessing hazards and setting risk-based objectives and targets as part of our overall improvement programme
- Take steps to ensure that all employees are aware of the Health & Safety hazards arising from Company activities, including the benefits of improved performance to the Company, themselves & our customers
- Seek to prevent injury & ill health, by providing appropriate levels of Health & Safety training along with appropriate levels of supervision for employees. We will also take steps to ensure that our subcontractors have received relevant Health & Safety training and have the appropriate level of supervision
- Seek to comply with all Health & Safety legislation relevant to our activities and other requirements to which we subscribe
- Integrate health and safety innovation and efficiency in project design, construction and the services we provide; to foster resource efficiency and climate change mitigation measures.
- Work with suppliers, customers, and contractors to promote Health & Safety, and the need to work in a socially responsible manner, recognising our responsibilities to any third parties who may be affected by our works
- Consult and engage with workers, and where they exist, workers representatives through a robust governance process at all levels of the Company
- Periodically review this Health & Safety Policy Statement and the associated Health & Safety management system, to ensure that they remain suitable, appropriate, and effective
- Empower all employees to stop or refuse to work, if they believe their health & safety have been compromised, until a suitable level of investigation and remedial action has been carried out
- Commit to ensuring safe behaviours and re-educating where un-safe behaviours are observed
- Communicate this statement and any revision of it to all employees and others working under the control of the organisation. It shall also be available to interested parties via our webpage
- Regularly monitor our performance and progress against objectives for the management of Health & Safety at work, make necessary improvement and communicating internally and externally as required.
- Ensure that the Safety, Health & Environment Policy is understood, implemented, and maintained at all levels within the Company and by others working under our control

This policy applies to all NG Bailey Group operations, including NG Bailey Limited, NG Bailey Facilities Service Limited, NG Bailey IT Services Limited, OSM Ventilation and Freedom Group of Companies.

Signed by



**Jonathan Stockton**  
**Chief Executive Officer**  
**For and on behalf of the Board of the Company**

Revision	Author	Approver	Issue Date	Review Date
1.0	MD	DH	Nov 2021	Nov 2022
2.0	SS	DH	Nov 2022	Nov 2023
3.0	SS	DH	Nov 2023	Nov 2024
4.0	SS	JS	Jun 2024	Jun 2025
5.0	SS	JS	Jan 2025	Jan 2026
6.0	SS	JS	Jan 2026	Jan 2027

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**The document will be reviewed annually**