

# Health, Safety & Welfare at Work

<b>Revision</b>	11.0	Signed by: <b>Eamonn Laverty</b> <i>Chief Executive Officer</i>	
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McAleer & Rushe (hereinafter known as the Company) require that all operations of the Company are carried out in such a way to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of all its employees, sub-contractors, customers and others who may be affected.

The Company seeks to comply with current and applicable Health and Safety legislation especially the Health and Safety at Work Act 1974, the Occupational Health and Safety Management System Standard ISO 45001, Safe-T-Cert, the Company's in-house Safety Management System, and best practice with regard to Health and Safety management.

The Company is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill-health and to the continual improvement of health, safety and welfare performance.

Objectives and targets are set within a continual improvement programme. The Company is committed to reducing all occupational health and safety and welfare risks and eliminating hazards throughout its operations.

The Board believes that only by accepting Health, Safety and Welfare awareness and responsibility as an integral part of the overall duties and responsibilities of each and every Board member, employee and sub-contractor, can its Health, Safety and Welfare objectives be achieved.

The Board will maintain a Health & Safety Department for the purpose of advising individuals, co-ordinating efforts and reporting progress and difficulties to the Managing Director.

However, it must be recognised that the prime responsibility for Health, Safety and Welfare matters rests firmly with line management who must ensure within this context that those who are under their control, including sub-contractors, act and perform their duties in a responsible and effective manner. In acknowledging its responsibility to take action, the Board requires its management and employees:

1. To continually consider their Health, Safety and Welfare responsibilities, and take action together, including the assessment and control of risks which are appropriate to the achievement of the Company's Health, Safety and Welfare objectives,
2. To look after themselves and others who may be affected by their acts or omissions at work,
3. To co-operate with each other to achieve the Company's Health, Safety and Welfare objectives,
4. To immediately inform their line manager if they may be affected by a work situation:
  - a) which he/she believes to be a risk of serious and imminent danger, or
  - b) in which protection arrangements are inadequate.

The Board recognises that it has an obligation to ensure, so far as is reasonably practicable, that the intentions and actions of its Sub-contractors meet suitable Health, Safety and Welfare Standards.

The Board further requires that where more than one Sub-contractor is engaged on any job or location, they should co-operate between themselves and with the Company on common health and safety matters.

Each Subcontractor must therefore be required to provide details of their competence, Health & Safety Policy, Strategy, Work Methods, and be deemed to be competent for their work package before the commencement of their works. Such details must show Health, Safety and Welfare objectives and comprehensive methods of achieving them.

These methods must be at least sufficient to comply with the standards that are expected by the relevant Health & Safety Inspectorate/Executive (the Standards).

Sub-contractors must also demonstrate, before work commences, and by their actions at all times during the execution of their work, that they are meeting the Standards.

Only those sub-contractors deemed competent by management, and who continue to display such competence, will be allowed to work on a Company site.

The Board recognize that consultation and participation of all workers on McAleer and Rushe sites is of paramount importance, and that all workers, either direct or subcontractor should have a means of contributing to and being involved in the Health, Safety and Welfare performance of the Company. The Board will make every effort to ensure that those means are available and established on all sites.

The Board further requires that where any Sub-contractor, after appointment, does not meet the Standards, the relevant Company Manager should discontinue the Subcontractor's services until such times as that Sub-contractor shall demonstrate that he/she will in future meet the Standards.

It is the Board's intention that resources shall be provided to enable the achievement of its Health, Safety and Welfare objectives in accordance with the Company Health, Safety and Welfare Strategies.

The Board also acknowledges its responsibility under The Construction (Design & Management) Regulations whether as a Client, Principal Designer, Designer, Principal Contractor or Contractor. Specific obligations in this regard will be fulfilled in a competent manner.

This document is available to all interested parties and is reviewed regularly by the Managing Director in consultation with the Health & Safety Department. Amendments to the Policy are authorised by the Managing Director prior to implementation.

