

G & A Barnie Group Ltd. provide electrical, mechanical, ventilation, fire, security and renewable energy services. The Health, Safety and Welfare of employees is of prime importance to the G & A Barnie Group Ltd. and is essential to the efficient operations of its undertakings.

The company is committed to the prevention of work-related injury and ill health by eliminating hazards and reducing Occupational Health & Safety risks to its employees. This includes working on client sites, and in our branches, where risks arising from driving at work, contact with asbestos, working at height, plant & equipment, electric shock or pressurised gases may be present.

This policy is established in accordance with the requirements of ISO 45001:2018 and forms the foundation of our OH&S management system.

The company is also committed to building a positive mental health and wellbeing culture in the workplace and are at the early stages of implementing a behavioural safety program.

The company will provide:

- A safe working environment by addressing risks at design, construction, operation and maintenance stages of all plant, equipment and facilities.
- Safe systems of work which will include permits to work, method statement and risk assessments. Wherever possible, we will implement the most effective control measures, following the hierarchy of controls by prioritising elimination, substitution, engineering controls, administrative measures, and, as a last resort, personal protective equipment (PPE).
- Employees with the right to stop unsafe work.
- Adequate instruction, information, training and supervision.
- Suitable controls for situations likely to cause damage to property and equipment.
- Effective facilities for the treatment of injuries that may occur at work.
- Employee health surveillance, where required by statutory requirements.
- Company operations that do not put persons who are not their employees at risk.
- A commitment to ensuring adequate facilities for consultation and participation between management and employees on health and safety matters.
- The results of such tests, examinations, assessments, samples, and records, as are necessary to identify and control risks within the working environment, to relevant employees.
- Sufficient resources during contract tendering stage for the efficient management of Health & Safety.

The company is committed to fulfilling all compliance obligations and expects all employees to conform to this policy. The company expects employees to exercise all reasonable care for their own safety and that of others who may be affected by their acts or omissions.





The overall responsibility for the health, safety and welfare of employees within the company operations and whilst at work is invested in the Managing Director who has approved this policy. All sectors of management and supervisors will ensure that this policy is pursued throughout the organisation.

This policy will be communicated to all employees and made available to relevant interested parties, ensuring everyone affected by our operations is aware of our commitments and responsibilities

The company will establish annual objectives, and review their progress, at management review to maintain and improve the Occupational Health & Safety management system and their commitment to achieving continual improvement.

This policy itself will be formally reviewed at least annually to ensure it remains suitable, adequate, and aligned with the organisation's OH&S objectives and obligations.

The QHSE manual provides an overview of our management system. The Managing Director gives their full backing to this policy and to the company QHSE Manager whose function it is to monitor and operate the policy and will support all those who endeavour to carry it out.

Signed By: Alex Barnie

Dated: 13/12/2025

Signed:

A handwritten signature in black ink, appearing to read "Alex Barnie", written over a horizontal line.

Review Date: 13/12/2026