



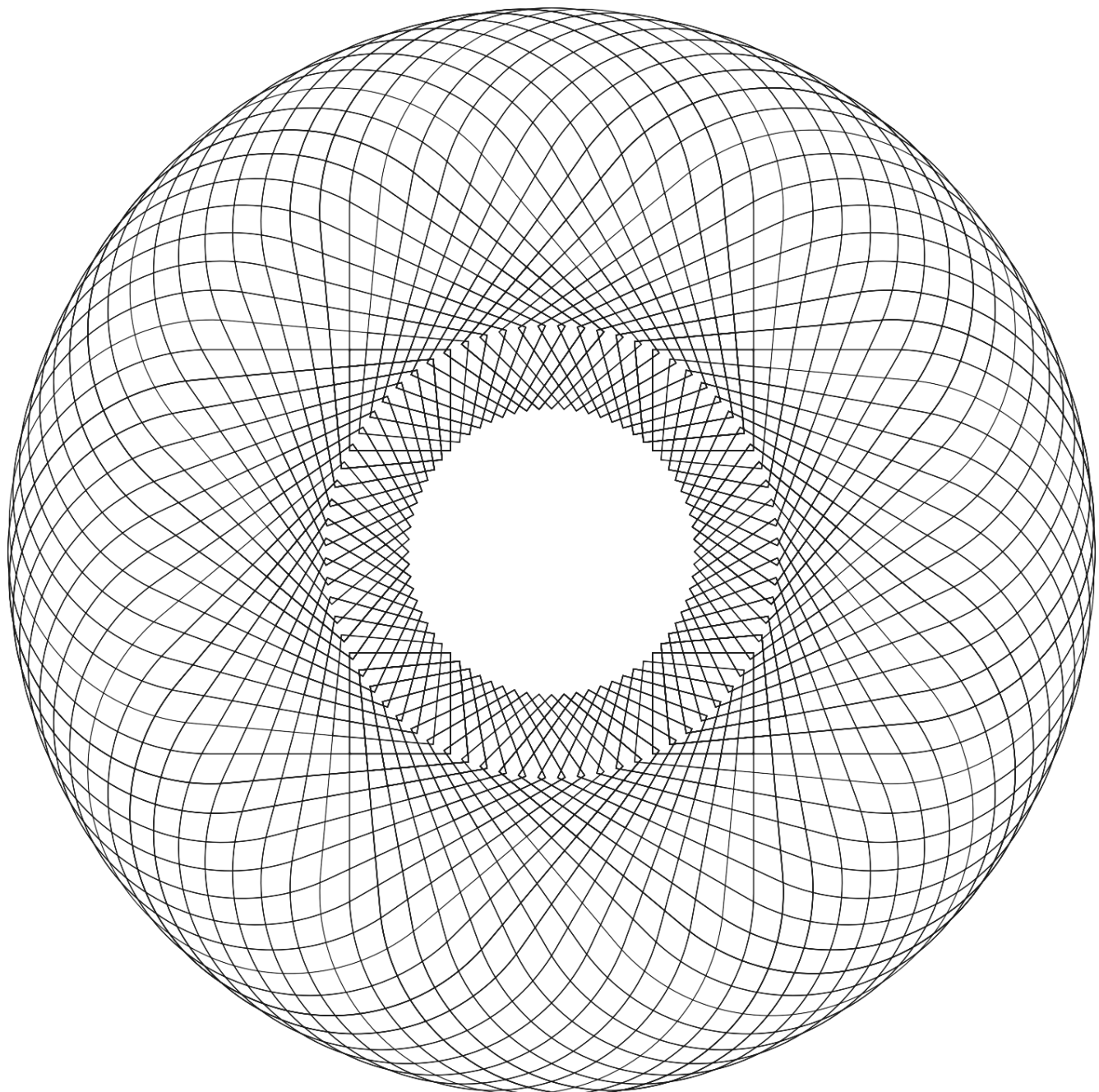
MidGroup

POL05

Health and Safety Policy

Latest Review:
November 2021

Reviewed By:
Steven Hearn
Cliff Jones



Health and Safety Policy

POLICY STATEMENT

1. Statement

Health, Safety and Wellbeing is part of everything we do at Mid Group. Mid Group's aspiration is to create an Incident and Injury Free environment for all those that work or interact with our business operations.

We hope to be recognised for placing health and safety at the forefront of all Mid Group operations, going beyond mere compliance with legislation and embedding it into our culture. 'Be Sustainable' is one of our five core values, which encompasses the need to empower all Mid Group associates to behave safely and adhered to Health, Safety and wellbeing guidelines.

2. Commitment

2.1. We will;

- Comply with relevant legislation and provide safe and healthy places to work
- Lead by example in achieving the highest levels of Health and Safety. Strong leadership from senior members of staff to show visible commitment to our "safety" culture development
- Continuing to maintain and improve our culture where all Mid Group employees and subcontractors understand that health and safety is everyone's responsibility
- Not accept Health, Safety and Wellbeing to be compromised
- Investigate incidents and non-conformances to prevent reoccurrence
- Relevant key findings and lessons learnt will be communicated throughout the business as appropriate
- Drive continuous improvement through our process and positive culture
- Ensure every project or Mid Group location has a certified first aider registered to that location

2.2. We expect;

- Continuous attention to be paid to local safety precautions both on or off-site, ensuring those who may be affected by hazards arising from their work are kept informed.
- All accidents and potentially dangerous incidents to be reported to the relevant line manager and Cliff Jones, our current Sustainability and Transformation Director, in due course of the occurrence
- Full cooperation in investigations which are held following any accident or potential risk to prevent recurrence

Mid Group is the trading name of - Mid Holding Co UK LTD
and its subsidiaries:

Mid Group Services Ltd
Mid Group West Ltd
Sterling MEP Ltd

Mid Contracting & Consulting Ltd
Sterling BIM Ltd

Mid Group South Ltd
Sterling Living Ltd

- Unsafe or unhealthy working conditions to be reported to line management or a relevant senior team member present on site. Cliff Jones should be contacted if no suitable individual present

3. Implementation

This policy will be communicated to all persons in Mid Group and supply chain partners. We expect everyone to be responsible for the Health and Safety of themselves and those around them, plus have compliance with the SHEQ Management system.

The highest levels of Health and Safety performance is expected from all employees and supply chain partners, plus we encourage active engagement in our aspiration to create an incident and Injury free environment.

Mid Group operates a zero-tolerance stance for non-compliance with any health and safety matters. Any individual who places other people at significant risk through negligent, reckless, or deliberate actions will face disciplinary actions and risk employment termination.

Mid Group Board

The Mid Group Board are ultimately responsible for the implementation of this policy, actively leading by example and setting of annual targets and objectives to drive continual improvement.

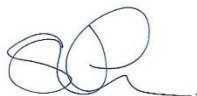
Regular reviews of Health and Safety performance will occur to ensure that targets and objectives are being achieved.

Some Mid Group Board members have additional responsibilities as detailed below

3.1. Sustainability and Transformation Director

- Manage the Mid Group Health, Safety and Wellbeing Policy and its contents
- Proactively monitor business performance and identify and resolve Health, Safety and Wellbeing issues
- Promote the transfer of good practice throughout the Mid Group business and supply chain
- Advise the Mid Group Senior Team as appropriate on Health, Safety and Wellbeing matters
- Collect and collate Health and Safety data on a monthly basis
- Ensure that the Mid Group Health, Safety and Wellbeing Policy is updated annually
- Collaborate with Mid Group employees to identify risk and opportunity
- Implement the business competence and training strategy
- Manage and communicate the Mid Group Health and Safety management system
- Lead by example to create and maintain a positive Health and Safety culture.

Signed:



Mr Steven Hearn
CEO of Mid Group

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MONITORING AND REVIEW

We will establish appropriate information and monitoring systems to assist the effective implementation of our Health and Safety Policy. The effectiveness of the Health and Safety Policy will be reviewed regularly (at least annually) and action taken as necessary.

DATE OF REVIEW	REVIEWED BY	BRIEF DESCRIPTION OF CHANGES	REVIEW DATE
January 2017	M.E.L. (Health & Safety) Consultants Ltd	Restructure of Health and Safety Policy removed from the Business Management System Manual.	January 2017
June 2019	David Azocar Bucksley	Restructure, review and amendments as required	June 2020
October 2020	Steven Hearn / Cliff Jones	Policy to support current legislation and appropriate amendments to ensure up-to-date following new CEO	October 2021
November 2021	Steven Hearn / Cliff Jones / Elizabeth Murray	Annual review to ensure compliant with legislation, plus formatting change	November 2022

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