

Health and safety policy

Tarmac is the UK's leading sustainable building materials and construction solutions business. Our innovative products and solutions not only deliver the infrastructure needed to grow the UK economy today but also help to create a more sustainable built environment for the country's long term future.

Our vision is to provide a workplace where employees and contractors are not harmed. Where everyone recognises that all incidents are preventable, and health must never be compromised ensuring this will enable us to achieve our 'Work Safe Home Safe' commitment.

We actively commit to the following principles:

Leadership are expected to demonstrate visible commitment to Health and Safety and to lead by example. Health and Safety must never be compromised by production, operational or business needs. Leaders must show a demonstrable commitment to setting of objectives and actively engage in monthly Senior Leadership Interaction opportunities.

Line managers are responsible for Health and Safety implementation, communication and compliance. Whilst supported by a team of Health and Safety professionals, line managers must ensure that:

- All employees, apprentices, managers and contractors are trained to work safely
- Risk assessments are used by everyone working at Tarmac sites to identify, control, reduce and eliminate, where practicable, all hazards
- Everyone understands their role in health and safety and is responsible for specific risks and opportunities in their place of work.

Everyone at Tarmac has a role to play in achieving our health and safety vision. We all have responsibility for our health and safety and that of those around us. We are each empowered to: speak up or act when we see an issue; ask for help when we need it; share when we see something that might help others. We should also be open to feedback and challenge from others.

It is the Company's aim to establish a 'just culture', which supports an atmosphere of trust, in which people are encouraged to provide information on unsafe acts and conditions, but in which they are clear about where the line is drawn between acceptable and unacceptable behaviour. Where individuals are not blamed for 'honest errors', but are held accountable for willful violations and gross negligence. Where people are encouraged and even rewarded, for providing essential safety-related information.

Health and safety must be incorporated into all aspects of our business. No task is so important it can't be done safely. All incidents must be reported, investigated and actions identified to prevent re-occurrence. Learning from all incidents including unsafe acts and high potential learning events is actively supported, in order to improve the level of safety awareness through the improved recognition of safety situations.

Systems and processes to support our vision will comply with all relevant legislation, regulations and industry codes of practice through effective deployment of our health and safety management systems, the CRH Life Saving rules, mandatory framework and Tarmac health and safety standards. Our health and safety performance is monitored through a robust assurance programme, overseen by a series of committees at all levels, starting with the Health and Safety Leadership Team.

Our commitment

We are committed to fulfilling our legal and other requirements and to continuously improving our health and safety performance through consultation and the active participation of our workers and union representatives. The overriding principle is that accountability for Health and Safety starts with the Tarmac Executive Committee. In fully supporting and endorsing this approach we will not only be visible in its delivery, but also make the necessary resources available to implement it.

This policy will be reviewed, as a minimum, annually.



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