

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, health and safety must never be compromised, this will enable us to achieve our 'Work Safe Home Safe' commitment.

The following principles we follow are:

- Health and Safety must never be compromised by production, operational or business needs.
- Our Managers and Leadership teams are expected to demonstrate visible commitment to Health and Safety by setting objectives and to lead by example ie by engaging in Interactive opportunities.

Everyone is responsible for Health & Safety, but Line managers will ensure that Health and Safety standards are implemented, communication and complied to, with the support of the Health and Safety team. Line managers will also 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.

All employees are actively encouraged and 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
- be open to feedback and challenge from others.

Tarmac aims to support a culture, in which people are encouraged to provide information on unsafe acts and conditions, understand the difference between acceptable and unacceptable behaviour. But also, where individuals are not blamed for 'honest errors', but are held accountable for wilful violations and gross negligence. Where people are encouraged to provide 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.

Tarmac will actively use learning from all incidents including unsafe acts and high potential learning events, this is why it is so important that all incidents are reported, investigated and then the actions identified will help to prevent re-occurrence

Our health and safety performance is monitored through a robust assurance programme, covering CHR Life Saving Rules, Tarmac Standards and legal requirements. This is 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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