

BCM Construction will endeavour to provide effective Health and Safety (H&S) leadership on all projects, in order to promote a positive H&S culture and to engage our management and employees in decisions that affect their health, safety and wellbeing. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work-related skill.

It is estimated that up to 90% of workplace injuries are caused by unsafe behaviour. Our continuing aim is to promote an understanding of safety and identify how we can positively influence safety behaviour within our business. BCM operates a number of initiatives to support a reduction in this type of incident:

1. Setting and monitoring objectives and targets in relation to behavioural safety.
2. Visible H&S leadership is invaluable and, as such, managers are briefed / trained in behavioral safety techniques through attending in house and external training events.
3. Briefing / training all employees to recognise both safe and unsafe practices and encouraged to stop unsafe activities and suggest improvements to working methods through attending in house / external training events.
4. Through our 'SEE it', 'SORT it', 'REPORT it' campaign, all employees have the opportunity to confidentially report unsafe working conditions / practices via the BCM website, QR Reader, email, text, phone or site report card.
5. Developing a series of Safety Workshops 'Watch My Back' for our 'responsible people on site'. Our aim is to open up a mature dialogue with these key people in our continuing efforts to improve safety on our sites. The safety workshops have been developed by BCM people, for BCM people, and will be delivered by BCM people.
6. A yellow card warning system is in operation on all our sites. BCM will issue a Yellow Card to staff when there has been a breach of our Management Systems, Procedures and Processes. Examples include, but are not exclusive to the below:
  - Not working in accordance with the Safe Systems of Work
  - Not wearing (or tampering with) required PPE for the task being carried out
  - Not working in accordance with the BCM Code of Conduct, Core Values, Lifesaving Rules or TBS

Two yellow cards within a 12-month period could result in immediate suspension followed by disciplinary action (within 2 weeks). This may lead to a formal action, investigation, hearing, warning, performance improvement plans or dismissal.



**If you don't think it's safe, don't do it.**

**Should the unsafe act deemed to be Gross Misconduct then the individual shall be dismissed forthwith. Please refer to HR Disciplinary Policy.**

Challenge and report site managers or operatives that disregard safety instructions and procedures (you can remain anonymous).

Safety procedures, instructions, equipment, and tools have been provided to keep you safe! - following them will give you the best chance of doing a job safely.

All employees and others working on behalf of BCM are required to comply with this policy. It is briefed and acknowledged by all employees during the induction process, following any changes, and is accessible via SharePoint, noticeboards, and available on request. Subcontractors and other interested parties can access this Policy via the company website or is available on request.

The Directors of BCM are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran  
**Managing Director**  
January 2019