

Macro Group Ltd (Macro) is committed to achieving our core value of ‘Do what’s right,’ putting health, safety, and wellbeing at the heart of everything we do. We will continuously pursue a better way to improve our performance and to build a culture that sees everyone going home safe and well.

We are certified to ISO45001:2018 with LRQA; our certification number is 00044868.

By redefining the boundaries of our ambition, we will provide healthy and safe places to work through engaging with our stakeholders to continuously improve our standards, leadership, and behaviours to be recognised as industry-leading.

This policy applies to all employees, workers, contractors, agency staff and visitors engaged in activities under the control of the company across all locations, including client sites and remote/home-working environments. Its purpose is to set out the principles, responsibilities and arrangements by which we will prevent injury and ill-health and continually improve our occupational health and safety performance in line with ISO 45001.

We aim to achieve this vision by implementing a strategy based upon:

- Health, safety, and well-being are core values of the business.
- Our three key pillars: Our people. Our operations. Innovation.
- Our leaders at all levels, acting by observing, engaging, and improving what we do.
- Engaging stakeholders in achieving our ‘Do what’s right’ value, so everyone is going home safe and well.
- Developing behaviours that are aligned with our four steps to safety principles.
- Creating a culture of continuous improvement, driving a healthy and safe working environment.
- Empowering colleagues and all stakeholders to act safely and to care for their health and well-being.

To achieve this, we will comply with relevant UK health and safety legislation and recognised standards, and the relevant legislation in the regions and countries where we carry out our business.

Organisation, Roles and Responsibilities

Board / Executive Leadership	Provide leadership, resources and oversight; set policy and objectives; review performance; ensure competent support.
Chief Executive Officer	Overall accountability for OH&S, approves this policy and ensures integration into business strategy.
QHSEW Director / Competent Person	Advise on legal compliance; develop the management system; conduct audits and inspections; prepare performance report; coordinate emergency planning.
Safety Managers Account Leads	Implement arrangements; complete and maintain risk assessments and SSOW; ensure training and competence; consult with workers; manage subcontractors.
Facilities Managers Facilities Coordinators	Brief teams; check compliance; conduct toolbox talks; stop work if unsafe; ensure equipment is inspected and maintained.
Employees / Workers	Take reasonable care; follow SSOW; report hazards, near-misses and incidents; use PPE correctly; attend required training.
Responsible Business Committee and members	Represent employees; participate in inspections and investigations; consult on changes; review performance and lessons learned.
Subcontractors	Meet prequalification standards; provide RAMS; ensure competent personnel; cooperate and coordinate with site controls; report incidents promptly.

Summary of our H&S Arrangements

Consultation, Communication and Employee Engagement

We will consult with employees through Responsible Business committee members, the Responsible Business Committee and routine engagement (e.g., toolbox talks). We communicate lessons learned from incidents and audits, publish KPIs, and make policies and procedures accessible via our Document Management System

Risk Management and Safe Systems of Work

Hazards will be identified and risks assessed during the mobilisation phase and through the FM contract. Method statements and permits-to-work will be used where required. Assessments will be reviewed at planned intervals and when significant changes occur.

Competence, Training and Awareness

Role-specific training requirements will be defined in a training matrix and tracked. Induction training is mandatory for all workers and contractors. Refresher training will be completed at defined intervals. Records will be maintained. We have invested in iHasco, a subscription HSE and welfare training portal which is available to all staff.

Operational Control Arrangements

The following topic-specific arrangements apply proportionately to our operations:

- Safe driving and work-related road risk (including licence and insurance checks)
- Lone working and out-of-hours controls
- Manual handling risk reduction
- Work at height (planning, competence, equipment inspection)
- Electrical safety (including PAT and fixed installation controls)
- Use of work equipment (PUWER) and machinery guarding
- Lifting operations and equipment (LOLER)
- Hot works and permits-to-work
- Confined spaces (where applicable)
- Hazardous substances (COSHH) – inventories, SDS access, exposure controls and monitoring
- DSE assessments for screen users and ergonomic controls for home/remote work
- Occupational hygiene controls for noise, vibration, dust and asbestos (where applicable)
- PPE provision, maintenance and use
- Fire safety management, evacuation and drills
- First aid provision and equipment
- Contractor management – prequalification, RAMS review, supervision and performance monitoring
- Environmental considerations and spill response where relevant

Emergency Preparedness and Response

Emergency procedures will be developed for foreseeable scenarios (e.g., fire, medical emergency, spill, utility failure, security incident). Roles, responsibilities and communication protocols will be defined. Drills will be conducted and recorded. Business continuity arrangements will be aligned with client requirements. Each site location will have its own localised Business Continuity Plan. Also, there is a corporate Business Continuity Plan, which is managed centrally and covers the corporate office locations.

Incident, Near-Miss Reporting and Investigation (incl. RIDDOR)

All incidents, near-misses and unsafe conditions must be reported immediately. Significant events will be investigated to identify root causes and corrective actions. Statutory reports will be submitted under RIDDOR where criteria are met. Trends will be analysed through the EcoOnline system and shared directly, via committees or via corporate Townhall meetings.

Health Surveillance and Occupational Health

We will provide health surveillance where required by risk assessment or regulation (e.g., for noise, vibration, respiratory sensitisers). Access to occupational health services will support fitness for work, case management and reasonable adjustments. We promote mental health and well-being through our group-wide Wellbeing Committee and Wellbeing Champions.

Subcontractor Management

Competence and H&S performance will be assessed through prequalification and ongoing monitoring. RAMS will be reviewed before work starts. We will coordinate activities, exchange information and supervise proportionately to risk. Non-conformances will be managed and learning embedded. We hold monthly/quarterly Supply Chain reviews where previous performance is discussed and where plans for improvement are put in place, this can be informally or via a Performance Improvement Plan.

Monitoring, Audit and Review

We will monitor compliance via planned inspections, statutory checks, behavioural observations and internal audits in accordance with ISO 45001. Findings will be tracked and uploaded onto EcoOnline for review and action to closure. This policy will be reviewed annually, via the Responsible Business Committee meeting and/or after a significant change or incident.

Performance Measurement and KPIs

We will set leading and lagging indicators via our HSE Index (e.g., training completion, audit closure rates, near-miss reporting, LTIFR). This indicator balances negative attributes against positive attributes to give us a communicative and trackable index for annual comparison. Aspects are monitored monthly via our Quality League Table (QLT), which allows for immediate intervention for failing Accounts. KPI performance will be reviewed by the leadership team and communicated to employees and clients as appropriate.

Document and Record Control

All standard forms, policies, and processes are controlled via our Document Management System, which details include ownership, status, referencing, versioning, approver details and review dates. Records (e.g., assessments, inspections, training, incident logs) are retained in line with legal and contractual requirements and data protection obligations. All information is stored on our SharePoint system. Accounts have their unique storage areas, and corporate, have their unique spaces for recording completed work or work in progress.

For and on behalf of Macro Group Limited



Rosario Abbate | Chief Executive Officer