

Health & Safety Policy Statement

Document owner: Managing Director, Danpol Ltd.

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Applies to: All Danpol operations, personnel, subcontractors, agency labour, visitors, and supply-chain partners.

Review cadence: Annual board review or immediately after significant change / incident.

1. Commitment

Danpol Ltd. believes every colleague and community deserves safe mobilisation. We maintain ISO 45001-certified management systems, align with the Constructionline CAS, and satisfy high-hazard client frameworks by prioritising leadership visibility, competent supervision, and data-led assurance.

2. Strategic aims

- Eliminate fatalities and life-altering injuries through design-for-safety principles and rigorous planning.
- Maintain total recordable injury frequency rate (TRIFR) below 0.15 annually.
- Provide mental health, fatigue, and wellbeing support to everyone representing Danpol.
- Ensure all suppliers meet or exceed Danpol standards before arriving on site.

3. Roles and responsibilities

- **Managing Director:** Signs this policy, chairs quarterly safety reviews, and allocates resources for continual improvement.
- **Health & Safety Manager:** Maintains the management system, runs audits, and owns the corporate risk register.
- **Project leaders:** Deliver safe systems of work, verify permits, and stop work if conditions change.
- **Supervisors & chargehands:** Brief crews daily, confirm competence, and report hazards immediately.
- **All personnel:** Follow training, wear issued PPE, challenge unsafe acts, and support colleagues.

4. Implementation pillars

1. **Planning & mobilisation:** RAMS, method statements, and permits integrate design controls, temporary works, and welfare arrangements before work starts.
2. **Competence & training:** Digital wallets contain credentials, inductions, and toolbox attendance; refresher intervals comply with client and legal requirements.

3. **Engagement:** Safety observation cards, frontline forums, and lessons-learned sessions encourage collaborative improvement.
4. **Monitoring:** Inspections, audits, telemetry, and leading indicators (near misses, behavioural observations) inform strategic decisions.
5. **Emergency response:** Scenario plans, exercises, and liaison with emergency services ensure readiness for fire, environmental, medical, or security events.

5. Wellbeing and mental health

We partner with professional counsellors, Mental Health First Aiders, and Employee Assistance Programmes. Fatigue management standards cover travel-to-site, shift rotations, and downtime requirements.

6. Continuous improvement

Findings from audits, incidents, and client feedback trigger corrective actions that are tracked to closure. The board reviews progress quarterly and communicates updates to the wider workforce.

Signed on behalf of Danpol Ltd.:

A handwritten signature in black ink, appearing to be 'D. Nowakowski', with a long horizontal stroke extending to the right.

Daniel Nowakowski

Managing Director

1 December 2025

Digitally signed with authorisation stored in the Danpol policy vault.